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News Release

Communiqué

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84/40
CAI
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-N 26

For Immediate Release
December 21, 1984

RESIGNATION ANNOUNCED

The Secretary of the Treasury Board, Mr. J.L. Manion, today announced that Dr. Edmund Clark has resigned from the Public Service, effective March 31, 1985.

Dr. Clark will leave his present position as Associate Secretary of the Treasury Board effective immediately, and become Special Advisor to the Secretary of the Treasury Board until his resignation takes effect on March 31, 1985.

Mr. Manion expressed appreciation for the outstanding contribution made by Dr. Clark since he joined the Treasury Board Secretariat in 1983.

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News Release Communiqué



For Immediate Release
January 26, 1990

AGREEMENT SIGNED FOR JOINT CHARITABLE CAMPAIGN FOR NATIONAL CAPITAL REGION PUBLIC SERVICE

OTTAWA - Supply and Services Minister Paul Dick signed an agreement today - on behalf of the federal Public Service - with representatives of the United Way and the Healthpartners Fund that will result in a joint annual charitable campaign, beginning in the fall of this year, for federal Public Service employees who work in the National Capital Region.

Introduced locally in 1933, the United Way in Ottawa-Carleton and West Quebec brings together 102 social services organizations.

The Healthpartners Fund represents the following 17 organizations:

- * Alzheimer Society of Canada
- * Amyotrophic Lateral Sclerosis Society of Canada
- * Arthritis Society
- * Canadian Cancer Society
- * Canadian Cystic Fibrosis Foundation
- * Canadian Diabetes Association
- * Canadian Heart Foundation
- * Canadian Hemophilia Society
- * Canadian Foundation of Ileitis and Colitis
- * Canadian Liver Foundation
- * Canadian Lung Association
- * Canadian Paraplegic Association
- * Huntington Society of Canada
- * Kidney Foundation of Canada
- * National Mental Health Fund
- * Multiple Sclerosis Society of Canada
- * Muscular Dystrophy Association of Canada.

As a result of the agreement, employees this fall will be able to identify a separate donation for either the United Way or the Healthpartners Fund. Donors will also be able to direct their donations to one or more specific organizations within the Healthpartners Fund, as they can for the United Way.

.../2

Canada

The United Way has been the only charitable organization granted pay cheque deduction privileges for an annual fund-raising campaign in the federal Public Service. Known previously as the Community Chest, their annual pay cheque deduction campaign began in 1964.

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For further information

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Fact Sheet 1

For Immediate Release

February 22, 1990

The Government Expenditure Plan

- Total budgetary expenditures are projected to be \$147.8 billion in 1990-91. This reflects a forecast increase of 3.4 percent over last year, well below the projected 4.7 percent rate of inflation.
- Program expenditures are projected to increase in 1990-91 by only three percent. Using the Consumer Price Index as a deflator, real program spending in 1990-91 will actually decline by 1.6 percent.
- The low rate of growth in program spending reflects the strict control on spending contained in the Expenditure Control Plan.
- The Expenditure Control Plan when combined with the President of the Treasury Board's restraint package announced in December 1989 will result in \$19.5 billion in savings.
- Public debt charges forecast to be \$41 billion in 1990-91 represent the remainder of forecast total expenditures and are expected to grow by 4.4 percent.

The 1990-91 Main Estimates total \$147.6 billion, accounting for virtually all of the government's expenditure plan. Overall, the Main Estimates differ from the total budgetary expenditure forecast presented by the Minister of Finance in the following ways:

- reserves are not included in the Main Estimates. Reserves are established in the fiscal plan in order to provide for those unidentified spending requirements which will arise during the course of the year, as well as for any adjustments deemed necessary to reflect changes in the valuation or worth of the government's assets and liabilities.
- \$1 billion of the expenditure reductions announced in the Budget and reflected in the expenditure plan require legislative changes before being incorporated in the Estimates; and
- \$1.2 billion in spending authority provided in the Main Estimates is expected to lapse and is therefore not reflected in the Minister of Finance's forecast of spending.

The Fiscal Plan and Main Estimates

	1990-91
\$millions	1990-91
Budgetary Main Estimates:	
Statutory	103,279
Annual Appropriations	44,314
	<hr/>
	147,593
Statutory Program Reductions	
not in Estimates	-1,010
Reserves	2,392
Allowance for lapse	-1,200
Total Budgetary Expenditures in the Fiscal Plan	<hr/> 147,775

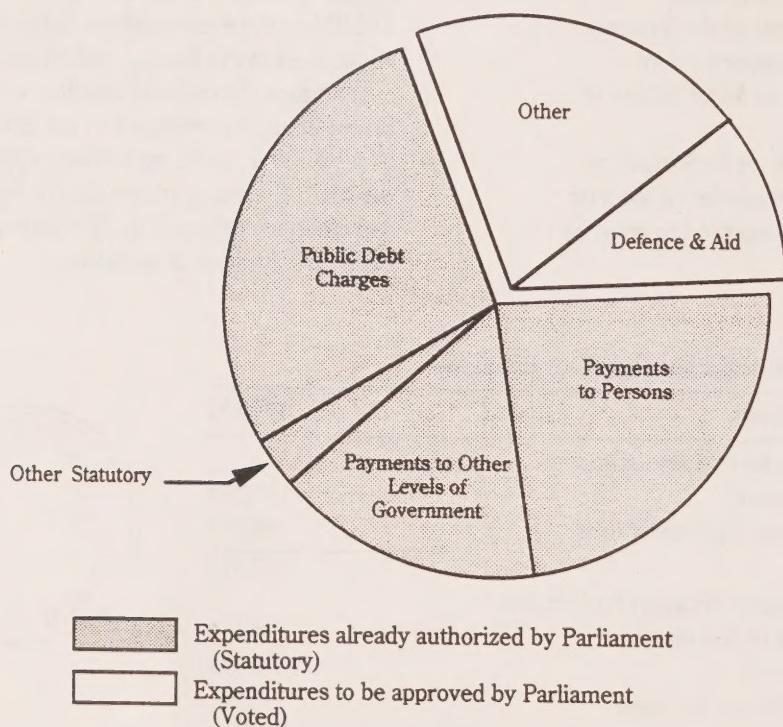


These Main Estimates reflect the government's continued commitment to limiting growth in government spending while maintaining key programs.

The spending proposals of \$147.6 billion in the Main Estimates include \$103.3 billion in statutory Estimates, that is those for which Parliament has already provided spending authority. These include major transfers to persons, major transfers to provinces, and public debt charges. Year-over-year growth in statutory spending is being driven largely by demographic changes and the indexation of transfer payments.

The remaining portion of the Main Estimates relates to Voted programs. Spending in this area must be authorized annually through an *Appropriation Act*. Some of the increase in spending from last year's Main Estimates is associated with the continuation of initiatives approved during 1989-90 through Supplementary Estimates.

1990-91 Main Estimates by Major Component



Further details of the 1990-91 Expenditure Plan can be found in Part 1, Chapter 2.



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Précis d'information n° 1

Le Plan de dépenses du gouvernement



À publier immédiatement
le 22 février 1990

- Les dépenses budgétaires devraient atteindre au total 147,8 milliards de dollars en 1990-1991, ce qui correspondrait à une augmentation de 3,4 p. 100 sur l'année en cours, soit beaucoup moins que le taux d'inflation prévu de 4,7 p. 100.
- Les dépenses de programmes ne devraient grimper que de 3 p. 100, en terme nominal en 1990-1991. En utilisant l'indice des prix à la consommation comme déflateur, les dépenses de programmes réelles en 1990-1991 baisseront effectivement de 1,6 p. 100.
- Le faible taux de croissance des dépenses de programmes est attribuable au contrôle sévère sur les éléments contenus dans le Plan de contrôle des dépenses.
- Le Plan de contrôle des dépenses combiné avec les mesures de restrictions annoncées par le président du Conseil du Trésor en décembre 1989 permettra de réaliser des économies de 19,5 milliards de dollars.
- Les frais de la dette publique devraient atteindre 41 milliards de dollars en 1990-1991 et constituent une fraction restante des dépenses totales. Les frais de la dette publique devraient grimper de 4,4 p. 100.

Le Budget des dépenses principal de 1990-1991 est de 147,6 milliards de dollars et couvre la presque totalité des dépenses prévues du gouvernement. Dans l'ensemble, le Budget des dépenses principal diffère des prévisions des dépenses budgétaires totales présentées par le ministre des Finances sur les points suivants:

- Les réserves ne sont pas incluses dans le Budget des dépenses principal. Elles sont établies dans le plan financier afin de parer aux imprévus au cours de l'année et de faire les rajustements qui s'imposent selon les fluctuations de la valeur de l'actif et du passif de l'État.
- Des réductions des dépenses de 1 milliard de dollars annoncées dans le budget et indiquées dans le plan de dépenses doivent être approuvées par modifications législatives avant d'être incorporées dans le Budget des dépenses.
- Des autorisations de dépenses de 1,2 milliard de dollars prévues dans le Budget des dépenses principal devraient se périmér et ne sont donc pas reflétées dans les prévisions des dépenses du ministre des Finances.

Le plan financier et le Budget des dépenses principal

(en millions de dollars)	1990-1991
Budgétaire du Budget des dépenses principal	
Légititatif	103,279
Crédits annuels	44,314
	147,593

Réductions de programmes

législatifs non consignées dans le Budget des dépenses principal	-1,010
Réserve	2,392
Provision pour péremptions	-1,200

Dépenses budgétaires totales du plan financier

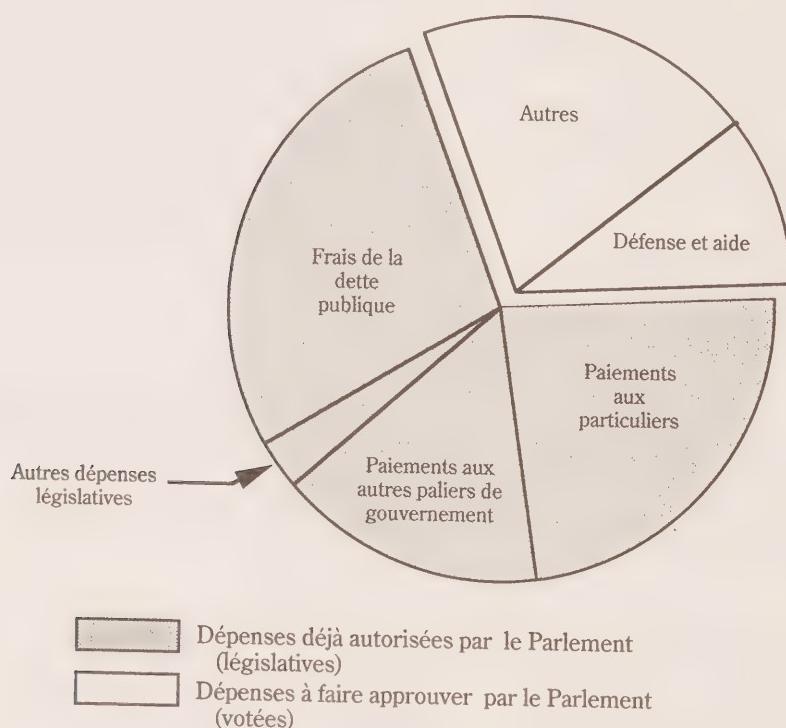
147,775

Le présent Budget des dépenses principal reflète l'engagement soutenu du gouvernement de restreindre la croissance des dépenses de l'État tout en maintenant les programmes clés.

Les propositions de dépenses de 147,6 milliards de dollars dans le Budget des dépenses principal incluent 103,3 milliards de dollars de dépenses législatives, c'est-à-dire celles déjà autorisées par le Parlement. Cet élément inclut les principaux transferts aux particuliers et aux provinces ainsi que les frais de la dette publique. L'augmentation des dépenses législatives par rapport à l'exercice précédent résulte, en grande partie, des changements démographiques et de l'indexation des paiements de transfert.

Le reste du Budget des dépenses principal se rapporte aux programmes votés. Les dépenses à ce titre doivent être autorisées par une loi de crédit annuelle. Une partie de cette augmentation par rapport au Budget des dépenses principal de l'année précédente est associée avec la continuation des initiatives approuvées durant 1989-1990 au moyen des budgets des dépenses supplémentaires.

Principaux éléments du Budget des dépenses principal de 1990-1991



Le Plan de dépenses de 1990-1991 est décrit plus en détail dans la Partie 1, chapitre 2.



News Release Communiqué

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For Immediate Release
February 22, 1990



1990-91 MAIN ESTIMATES TABLED

Treasury Board President Robert de Cotret today tabled the 1990-91 Main Estimates, and provided details of the government's plan to save \$19.5 billion over the next five years. In 1990-91, spending on federal government programs will rise by only 3 per cent, substantially less than the rate of inflation.

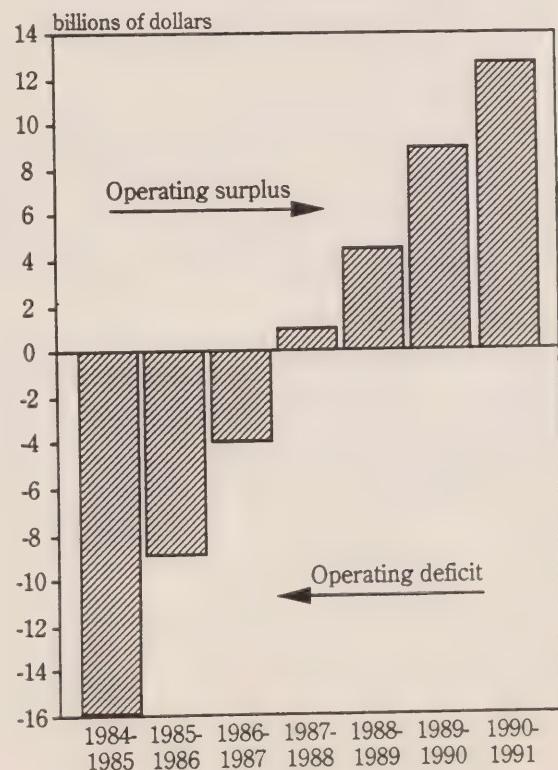
"I am proud of the steady and consistent progress we have made towards our goal of restoring long-term stability and good management in government," Mr. de Cotret said.

Mr. de Cotret pointed to the turnaround achieved in the operating balance as a key indicator of the government's success.

"In November 1984, when this government set forth on a program of economic renewal and management reform, spending on government programs exceeded revenues, creating an operating deficit of \$15.9 billion," Mr. de Cotret said. "Today, revenues exceed program spending by \$9 billion. That operating surplus is expected to grow to \$12.6 billion in 1990-91, a turnaround of \$28.5 billion."

In managing its expenditures, the government has broken the strong upward trend in spending that had developed in the 1970s and in the early 1980s. Program spending has been limited to

Federal Government Revenues Less Program Spending



an average annual rate of 3.6 per cent in the last five years, in sharp contrast to the much higher rate of 14.1 per cent in the previous five years.

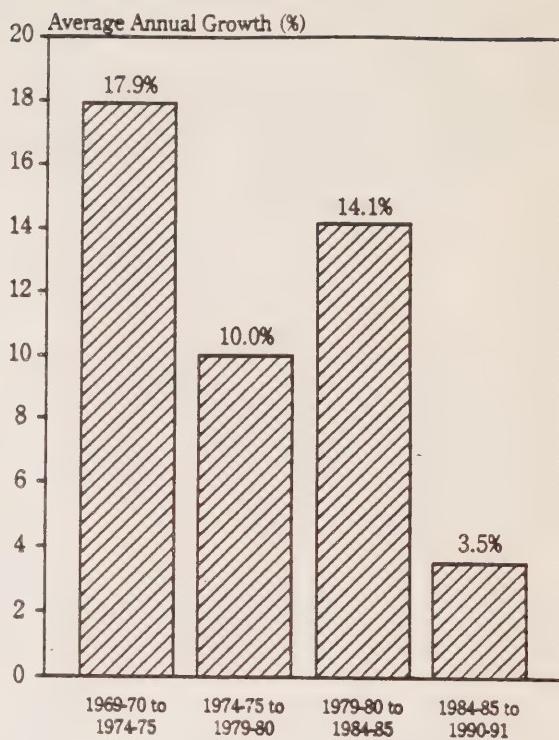
When combined with the expenditure reductions and management measures that Mr. de Cotret announced last December 15, the Government's Expenditure Control Plan will generate \$19.5 billion in new savings over the next five years. The plan limits the annual growth rate of key programs, freezes several programs, and reduces or eliminates several other programs. It exempts from reduction major federal transfer payments to persons, as well as two important transfer payments to the less-advantaged provinces.

The plan also calls for the launching of new management initiatives to achieve more effective government operations.

Mr. de Cotret said the government has worked hard to keep public service salaries from setting inflationary trends in the nation. He pointed out that collective agreements in the federal government have been kept below the rate of inflation in recent years, below private-sector settlements and well below provincial government settlements.

"I am proud of this government's record," Mr. de Cotret said. "We have acted decisively in bringing about the kind of changes needed to ensure that Canada remains financially stable and to ensure that Canadians are able to meet the challenges and opportunities that lie ahead."

Federal Government Program Spending





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À publier immédiatement
le 22 février 1990

DÉPÔT DU BUDGET DES DÉPENSES PRINCIPAL DE 1990-1991

Le président du Conseil du Trésor, M. Robert de Cotret, a déposé aujourd'hui le Budget des dépenses principal de 1990-1991, et il a fourni des détails sur le plan du gouvernement prévoyant des économies de 19,5 milliards de dollars au cours des cinq prochaines années. En 1990-1991, les dépenses rattachées aux programmes du gouvernement fédéral n'augmenteront que de 3 pour 100, ce qui est bien en deçà du taux d'inflation.

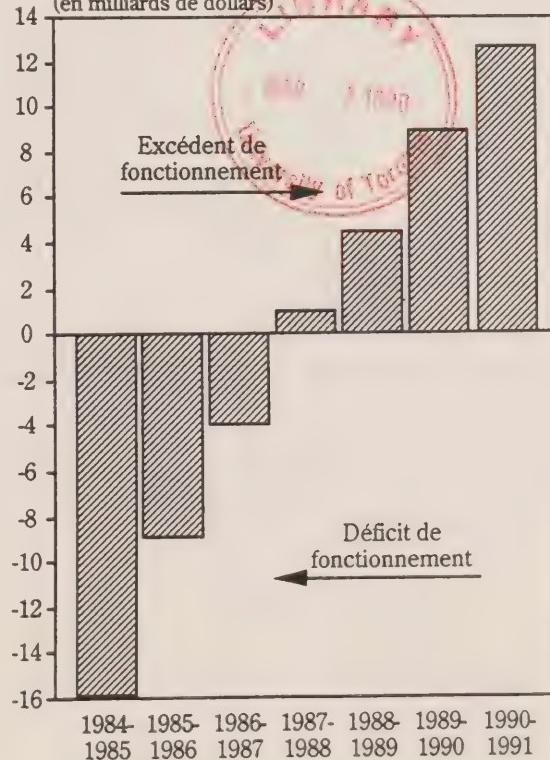
« Je suis fier des progrès soutenus que nous avons faits en vue de rétablir la stabilité à long terme et une saine gestion au sein du gouvernement », a déclaré M. de Cotret.

M. de Cotret a ajouté que le revirement du solde de fonctionnement constitue un indice très révélateur de la réussite du gouvernement.

« En novembre 1984, lorsque nous avons établi un programme de renouveau économique et de réforme de la gestion, les dépenses rattachées aux programmes du gouvernement dépassaient les recettes, entraînant un déficit de fonctionnement de 15,9 milliards de dollars, a déclaré M. de Cotret. Aujourd'hui, les recettes dépassent les dépenses de programmes de 9 milliards de dollars. Cet excédent de fonctionnement devrait passer à 12,6 milliards en 1990-1991, ce qui signifie un redressement de 28,5 milliards de dollars. »

Recettes du gouvernement fédéral moins les dépenses de programmes

(en milliards de dollars)



En gérant bien ses dépenses, le gouvernement a mis un terme à une forte tendance à la hausse des dépenses qui s'était amorcée dans les années 70 et au début des années 80. Les dépenses de programmes ont été limitées à une progression annuelle moyenne de 3,6 pour 100 au cours des cinq dernières années, une baisse marquée par rapport au taux de 14,1 pour 100 enregistré pendant la période antérieure de cinq ans.

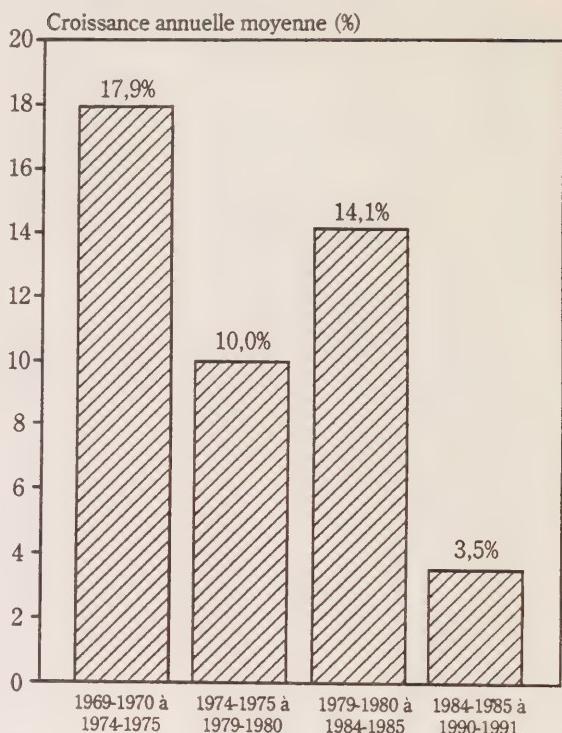
Jumelé aux compressions de dépenses et aux mesures de gestion annoncées par M. de Cotret le 15 décembre dernier, le Plan de contrôle des dépenses du gouvernement se traduira par de nouvelles économies de 19,5 milliards de dollars au cours des cinq prochaines années.

Ce plan prévoit le plafonnement du taux de croissance annuel de programmes importants, le gel des budgets de plusieurs autres programmes, et la réduction ou l'élimination de nombreux autres. Il ne touche toutefois pas les principaux paiements de transfert fédéraux au particuliers, de même que deux importants paiements de transfert aux provinces moins bien nanties. Ce plan prévoit également le lancement de nouvelles mesures de gestion qui permettront d'accroître l'efficacité de l'administration fédérale.

M. de Cotret a déclaré que le gouvernement a multiplié les efforts pour éviter que les traitements versés aux fonctionnaires ne créent des tensions inflationnistes au pays. Il a fait remarquer que les règlements salariaux dans la fonction publique fédérale ont été maintenus ces dernières années sous le taux d'inflation, à un niveau inférieur aux règlements du secteur privé et bien en deçà des ententes conclues par les gouvernements provinciaux.

« Je suis fier des réalisations de notre gouvernement, a déclaré M. de Cotret. Nous avons agi avec détermination pour apporter les changements nécessaires à la stabilité financière du Canada et pour faire en sorte que les Canadiens soient en mesure de relever les défis et de saisir les possibilités à venir. »

Dépenses de programmes du gouvernement fédéral





Treasury Board
of Canada

Conseil du Trésor
du Canada

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Fact Sheet 2

For Immediate Release
February 22, 1990

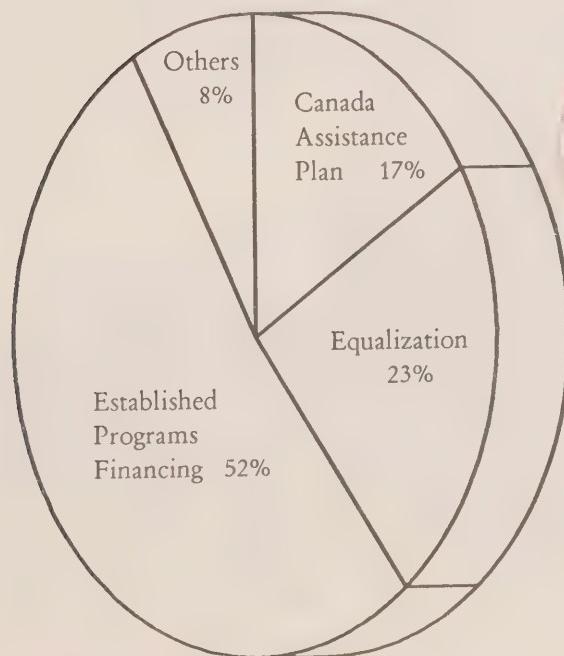
Federal Transfers to Provinces, Territories and Municipalities

A. Summary

Estimated federal transfers to the provinces, territories and municipalities total \$35.5 billion in 1990-91, which includes cash transfers of \$24.2 billion and tax transfers of \$11.3 billion.

Over 90 percent of the total involves three large programs: Established Programs Financing (EPF) at \$19.5 billion (entitlement of \$20.0 billion and prior year adjustments of \$500 million), Equalization at \$8.2 billion, and the Canada Assistance Plan (CAP) at \$5.8 billion. The remainder involves a large number of smaller programs. The percentage distribution of the 1990-91 transfers among programs is shown in Chart I.

Chart I
Federal Transfers by Program



Canada

Transfers under the largest program, Established Programs Financing, are made to all provinces and territories on an equal per capita basis. Equalization payments are made to provinces that are less able to raise revenues than the standard provinces. Transfers under the Canada Assistance Plan vary according to how much a province or territory spends on social assistance and social services programs. Chart II shows the projected per capita entitlements of each province under the three major programs for 1990-91.

Tables 1 and 2, which appear at the end of this text, show the details of the transfers by three main categories: General Purpose Transfers, Established Programs Financing, and Specific Purpose Transfers. Table 1 shows the transfers on a national basis and Table 2 shows the transfers to each province and territory (including municipalities). The figures are based on the Main Estimates for 1990-91, and take into account the 1990 federal budget.

The following sections describe each transfer program by major category.

B. General Purpose Transfers

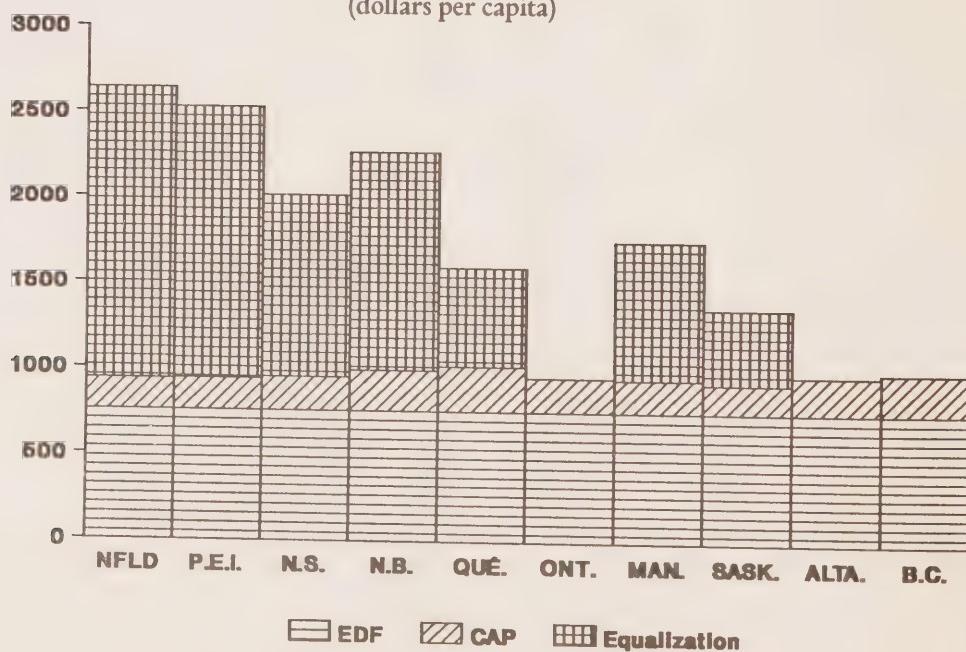
General purpose transfers are unconditional (i.e. the federal contribution is not conditional upon specified provincial expenditures).

Equalization

Under the Equalization program, the federal government provides provinces with sufficient revenues to provide reasonably comparable levels of public services at reasonably comparable levels of taxation.

Equalization payments are based on a comparison among provinces of the per capita tax revenues they would raise under a standardized tax system typical of all of the various taxes levied by provincial and local governments. Any province which has a per capita yield below the program standard receives an equalization payment in the amount of the shortfall. Equalization is expected to increase in 1990-91 at the rate of growth of GNP. The 1990-91 Main Estimates provide \$8.2 billion for equalization.

Chart II
Major Federal Transfers
(dollars per capita)



Territorial Financing

These payments, which are determined by a formula (revised beginning this year), enable the territorial governments to provide the range of public services in the north provided by provincial governments. They are estimated at \$921.5 million for 1990-91.

Grants in Lieu of Property Taxes

The federal government makes grants to provincial and municipal governments instead of paying the property taxes levied on federal and diplomatic property. The grants are estimated at \$323.4 million for 1990-91, which includes \$317.2 million paid by the Department of Public Works and \$6.2 million by other departments.

Reciprocal Taxation

Eight provinces have agreed to pay federal consumption taxes on their purchases of goods and services under the reciprocal taxation agreements. In return, the federal government makes payments in lieu of provincial consumption taxes in those provinces. The four Atlantic provinces, Quebec, Ontario, Manitoba and British Columbia participate in these arrangements, for which \$311.3 million is provided in 1990-91.

Public Utilities Income Tax Transfer

Under the *Public Utilities Income Tax Transfer Act*, the federal government transfers to the provinces 95 per cent of the federal income tax collected from certain privately-owned public utilities. The utilities concerned are those involved in the distribution, or generation for distribution, of electrical energy, gas and steam to the public. This transfer is estimated at \$273.9 million in 1990-91. These figures reflect the budget decision to keep transfers under the PUITTA program for 1990-91 and 1991-92 to the levels paid in 1989-90.

Statutory Subsidies

The oldest transfer payments are subsidies paid to each province under the terms of Confederation. These subsidies, which include grants in support of provincial legislatures, per capita grants, debt allowance grants, and certain other special grants will be \$36 million in 1990-91.

C. Established Programs Financing (EPF)

Under EPF, the federal government makes contributions to provinces to assist in financing insured health services, extended health care services and post-secondary education. The contributions are a combination of cash and tax transfers which are estimated at \$19.5 billion (consisting of an entitlement of \$20.0 billion and prior year adjustments of \$500 million) for 1990-91. These figures reflect the recent budget decision to hold the per capita contribution for 1990-91 to the 1989-90 level. Total contributions to provinces will continue to grow with provincial population.

Provinces can use these funds to finance their responsibilities in the areas of health and post-secondary education according to their priorities. The health portion is subject to the provisions of the *Canada Health Act*. The Secretary of State is required to report annually to Parliament on federal and provincial support to post-secondary education.

D. Specific Purpose Transfers

Funds under this category are linked to specific programs and purposes.

Canada Assistance Plan (CAP)

Under the Canada Assistance Plan, the federal government shares the cost of each province's income maintenance and social services programs on a fifty-fifty basis. CAP cash expenditures are forecast at \$5.2 billion in 1990-91. Quebec receives a portion of its entitlement in the form of a tax transfer of \$618.1 million, so that the federal contribution under the Plan is expected to total \$5.8 billion in 1990-91.

In 1990-91, the growth of federal contributions to the provinces of Alberta, British Columbia and Ontario (those not receiving equalization) will be limited to 5 percent, as announced in the recent federal budget.

Crop Insurance

The federal government shares with provinces and farmers the administrative costs and the premiums for crop insurance programs. Federal contributions are made to the provinces (which administer the programs), and are estimated at \$233 million in 1990-91.

Official Languages in Education

Formula payments made to the provinces under the Official Languages in Education program provide enhanced opportunities for Canadians to learn a second official language. The cost is estimated at \$253.3 million in 1990-91, of which \$225.3 million has been allocated to provinces.

Miscellaneous Health and Welfare

This item includes cost-sharing with the provinces under the Vocational Rehabilitation of Disabled Persons program, and grants to the territories to assist in the provision of health and welfare services to Indians. It is estimated at \$161 million in 1990-91.

Young Offenders Services

The federal government has agreements with the provinces and territories to share the costs incurred in delivering justice services under the *Young Offenders Act*. The federal contribution is estimated at \$161 million in 1990-91.

Justice

This includes federal assistance to provinces for legal aid programs relating to criminal law, and for programs that compensate victims of violent crime. The cost is estimated at \$77 million in 1990-91.

Transportation

This includes federal transfers to provinces and municipalities for coastal marine transportation services, the establishment and operation of airports, railway relocation, and activities associated with the transportation of dangerous goods. The cost is estimated at \$72 million in 1990-91.

TABLE 1
ESTIMATED FEDERAL TRANSFERS TO THE PROVINCES, TERRITORIES AND MUNICIPALITIES
FISCAL YEAR 1990-91
(\$ MILLIONS)

A. TOTAL TRANSFER PAYMENTS		
CASH*		24,183.6
TAX		11,317.0
TOTAL		35,500.6
B. GENERAL PURPOSE		
CASH	Fiscal Equalization	8,163.0
	Territorial Financing	921.5
	Grants in Lieu of Property Taxes	323.4
	Reciprocal Taxation	311.3
	Public Utilities Income Tax Transfer	273.9
	Statutory Subsidies	36.0
	Youth Allowance Recovery **	-369.0
	Cash Subtotal	9,660.1
TAX	Tax Points for Youth Allowances**	369.0
TOTAL	General Purpose	10,029.1
C. ESTABLISHED PROGRAMS FINANCING (EPF)		
CASH	Health	6,249.6
	Post-Secondary Education	1,966.9
	Subtotal	8,216.5
TAX	Health	7,011.7
	Post-Secondary Education	3,318.2
	Subtotal	10,329.9
ASSOCIATED EQUALIZATION ***		
	Health	664.7
	Post-Secondary Education	314.6
	Subtotal	979.3
TOTAL	Health	13,926.0
	Post-Secondary Education	5,599.7
	Established Programs Financing	19,525.7
D. SPECIFIC PURPOSE		
CASH	Canada Assistance Plan	5,222.7
	Crop Insurance	233.0
	Official Languages in Education	225.3
	Misc. Health and Welfare	160.9
	Young Offenders	160.6
	Justice	77.3
	Transportation	72.2
	Other	120.0
	Cash Subtotal	6,272.0
TAX	Tax Points for CAP	618.1
TOTAL	Specific Purpose	6,890.1

- * The cash total includes \$35.0 million in cash transfers that are not allocated by province.
- ** The Youth Allowances program has expired. The amount shown as a tax transfer (three personal income tax points) is now recovered from cash payments to Quebec.
- *** The total for EPF includes equalization associated with the tax transfer. Because this amount is actually paid under the Fiscal Equalization program, it is included in that program as well. The totals in Part A are adjusted to avoid double counting.

TABLE 2
ESTIMATED FEDERAL TRANSFERS TO THE PROVINCES, TERRITORIES AND MUNICIPALITIES
FISCAL YEAR 1990-91
(\$ MILLIONS)

- * The cash total includes \$35.0 million in cash transfers (\$28.0 million of which is under the Official Languages in Education program) that are not allocated by province.

The Youth Allowances program has expired. The amount shown as a tax transfer reflects the continued transfer of three personal income tax points to Québec as part of the contracting-out arrangements. Since the program is now defunct the value of these tax points is recovered from the province as shown in the cash part of the table.

TABLE 2 (Continued)
 ESTIMATED FEDERAL TRANSFERS TO THE PROVINCES, TERRITORIES AND MUNICIPALITIES
 FISCAL YEAR 1990-91
 (\$ MILLIONS)

	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Yukon	Total
C. GENERAL SUPPORT FOR HEALTH AND POST-SECONDARY EDUCATION (ESTABLISHED PROGRAMS FINANCING)													
CASH	Health	159.7	36.6	249.1	202.2	1,162.4	2,235.9	305.3	284.0	693.0	901.4	13.4	6.6
	Post-Secondary Education	54.3	12.4	84.7	68.7	298.7	695.0	103.8	96.5	236.0	310.3	4.3	2.2
	Subtotal												
TAX	Health	72.6	18.8	157.9	112.1	2,068.1	2,874.6	194.7	164.4	599.7	728.2	14.2	6.4
	Post-Secondary Education	34.3	8.9	74.7	53.1	978.7	1,360.4	92.2	77.8	283.8	344.6	6.7	3.0
	Subtotal												
ASSOCIATED EQUALIZATION		106.9	27.7	232.6	165.2	3,046.8	4,255.0	286.9	242.2	883.5	1,072.8	20.9	9.4
Health		67.3	13.2	60.7	64.9	302.5	-	72.7	83.4	-	-	-	664.7
	Post-Secondary Education	31.9	6.2	28.7	30.7	143.2	-	34.4	39.5	-	-	-	314.6
	Subtotal												
TOTAL	Health	299.6	68.6	467.7	379.2	3,533.0	5,110.5	572.7	531.8	1,292.7	1,629.6	27.6	13.0
	Post-Secondary Education	120.5	27.5	188.1	152.5	1,420.6	2,055.4	230.4	213.8	519.8	654.9	11.0	5.2
	Total*												

* The EPF tax transfer includes 13.5 personal and 1.0 corporate income tax points (and an additional abatement to Quebec as part of the contracting-out arrangements). The total for EPF shown above includes the equalization associated with the tax transfer. Because this amount is actually paid under the Fiscal Equalization program it is also included in that program. The totals in Part A are adjusted to avoid double counting.

TABLE 2 (Continued)
 ESTIMATED FEDERAL TRANSFERS TO THE PROVINCES, TERRITORIES AND MUNICIPALITIES
 FISCAL YEAR 1990-91
 (\$ MILLIONS)

	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Yukon	Total	
D. SPECIFIC PURPOSE TRANSFERS														
CASH	Canada Assistance Plan*	102.9	24.1	172.8	170.1	1,134.3	1,946.4	209.5	171.8	533.6	737.1	15.0	5.1	
	Crop Insurance	0.1	1.0	0.4	0.9	20.4	20.3	30.4	85.9	69.6	4.0	-	233.0	
	Official Languages in Education	2.8	2.5	7.8	24.5	80.3	65.7	8.4	14.4	8.6	9.3	0.4	0.6	
	Misc. Health and Welfare	4.9	0.7	4.6	6.4	13.8	48.6	8.6	6.9	20.5	20.5	20.8	4.6	
	Young Offenders	4.9	1.7	6.2	4.9	29.8	64.5	5.8	7.2	13.7	17.0	3.7	1.2	
	Justice	1.7	0.2	3.2	1.4	14.2	32.9	3.3	2.5	6.7	8.7	1.8	0.7	
	Transportation	6.9	-	0.7	1.1	19.4	8.5	3.6	1.1	2.2	24.4	4.3	-	
	Other	11.3	0.3	6.0	1.1	58.4	16.9	2.0	4.3	5.2	7.4	4.9	2.2	
	Cash Subtotal	135.5	30.5	201.7	210.4	1,370.6	2,203.8	271.6	294.1	660.1	828.4	50.9	14.4	6,272.0
TAX	Tax Points for CAP*	-	-	-	-	618.1	-	-	-	-	-	-	618.1	
TOTAL	Specific Purpose Transfers	135.5	30.5	201.7	210.4	1,988.7	2,203.8	271.6	294.1	660.1	828.4	50.9	14.4	6,890.1

* In addition to a cash transfer under the Canada Assistance Plan, Quebec receives a tax transfer as part of the contracting-out arrangements.

E. Differences From Main Estimates

The Expenditure Control Plan announced by the Minister of Finance includes some initiatives affecting transfers to other levels of government which require Parliamentary approval of legislative amendments. As a result, the amounts included in the 1990-91 Main Estimates do not reflect the expenditure levels which the government proposes to spend on these programs as detailed in the previous tables and charts.

(\$ millions)	Forecast Expenditures	1990-91	
		Main	Estimates
Established Programs			
Financing (Cash)	6,249.6	6,868.6	
Post-Secondary Education	1,966.9	2,216.8	
	8,216.5	9,085.4	
Canada Assistance Plan			
Public Utilities Tax Transfer	5,222.7	5,297.7	
	273.9	290.0	



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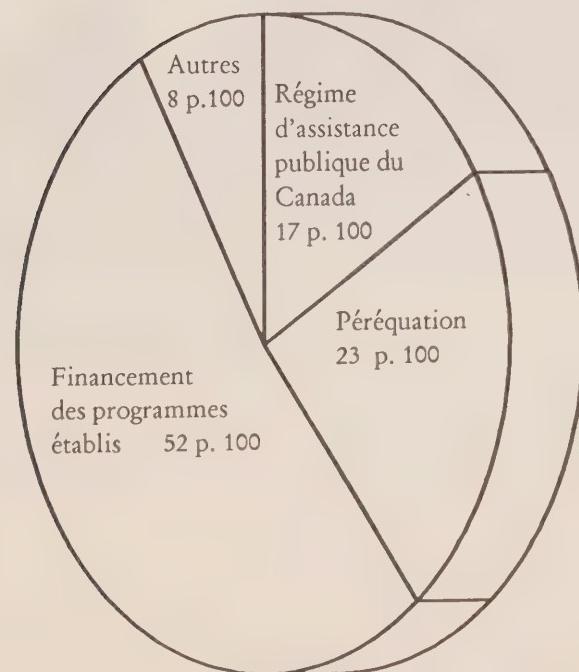
Transferts fédéraux aux provinces, aux territoires et aux municipalités

A. Sommaire

Les transferts fédéraux aux provinces, aux territoires et aux municipalités pour 1990-1991 sont estimés à 35,5 milliards de dollars, à raison de 24,2 milliards en argent et de 11,3 milliards sous forme de transferts fiscaux.

Plus de 90 p. 100 du total des transferts est affecté à trois grands programmes: Financement des programmes établis (FPE), 19,5 milliards (les droits afférents de 20,0 milliards de dollars et 500 millions de dollars dans les paiements de rajustement des exercices précédents); Péréquation, 8,2 milliards et le Régime d'assistance publique du Canada (RAPC), 5,8 milliards. Le reste est réparti entre un grand nombre d'initiatives de moindre envergure. La ventilation en pourcentage des transferts de 1990-1991 figure dans le graphique I.

Graphique I
Transferts fédéraux par programme

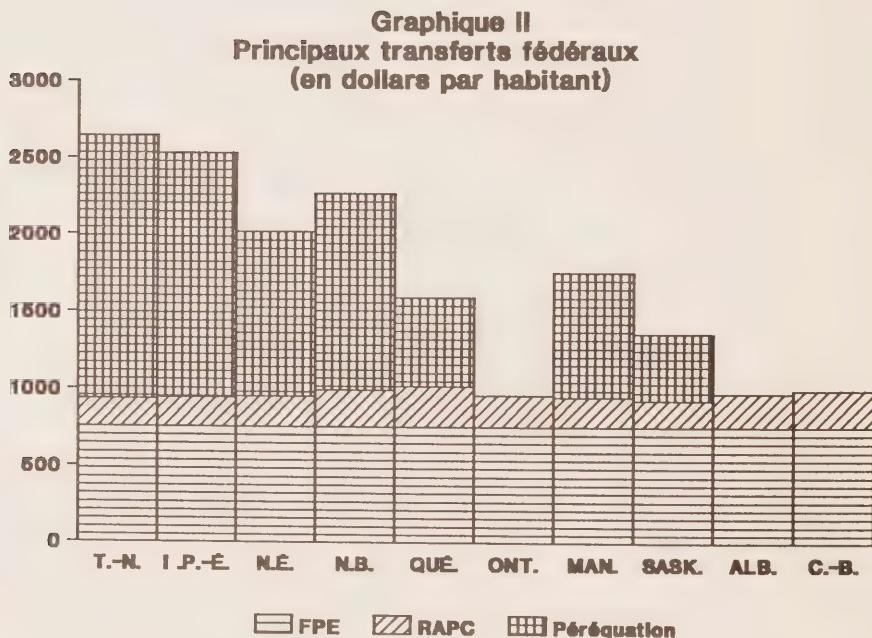


Canada

Les transferts visant le programme le plus important, le Financement des programmes établis, sont versés à toutes les provinces et aux territoires à raison d'un montant égal par habitant. Les paiements de péréquation sont destinés aux provinces dont la capacité de générer des recettes est inférieure à la norme. Quant aux transferts en vertu du Régime d'assistance publique du Canada, ils varient selon les sommes que les provinces et territoires consacrent aux programmes d'assistance sociale et de services sociaux. Le graphique II indique la répartition prévue des droits par habitant de chaque province dans le cadre des trois principaux programmes pour 1990-1991.

Les tableaux 1 et 2 qui figurent à la fin de ce document répartissent les transferts selon trois grandes catégories: les transferts d'ordre général, ceux liés au Financement des programmes établis et ceux affectés à des fins spécifiques. Le tableau 1 indique la répartition nationale et le tableau 2 porte sur les transferts aux provinces et aux territoires (incluant les municipalités). Les données sont tirées du Budget des dépenses principal de 1990-1991, mais tient aussi compte des données du budget fédéral de 1990.

Chacune des catégories de transferts est décrite ci-après.



B. Transfert d'ordre général

Les bénéficiaires peuvent utiliser ces transferts en fonction de leurs propres priorités, c'est-à-dire que le gouvernement fédéral n'exige pas l'affectation des fonds à des dépenses provinciales précises.

Péréquation

En vertu du Programme de péréquation, le gouvernement fédéral fournit aux provinces des recettes suffisantes pour les mettre en mesure d'assurer les services publics à un niveau de qualité et de fiscalité sensiblement comparable.

Les paiements de péréquation se fondent sur une comparaison des recettes fiscales par habitant que les provinces toucheraient en vertu d'un régime d'imposition normalisé qui est représentatif des diverses recettes fiscales et parafiscales des gouvernements provinciaux et des administrations locales. Toute province dont le rendement par habitant est inférieur à la norme établie selon ce programme a droit à un paiement de péréquation égal au manque à gagner. La péréquation devrait augmenter au même rythme que le PNB en 1990-1991. Le Budget des dépenses principal de 1990-1991 prévoit une somme de 8,2 milliards de dollars au titre de la péréquation.

Le financement des territoires

Ces paiements, calculés en vertu d'une formule (révisée à partir de cette année), permettent aux gouvernements territoriaux d'offrir la même gamme de services publics aux résidents des régions septentrionales que les gouvernements provinciaux. Ils sont évalués à 921,5 millions de dollars pour 1990-1991.

Subventions versées en remplacement de l'impôt foncier

Le gouvernement fédéral verse des subventions aux gouvernements provinciaux et aux municipalités en remplacement de l'impôt foncier sur les propriétés fédérales et diplomatiques. Ces subventions sont évaluées à 323,4 millions de dollars pour 1990-1991, dont 317,2 millions sont payés par le ministère des Travaux publics et 6,2 millions par d'autres ministères.

Réciprocité fiscale

En vertu des accords de réciprocité fiscale, huit provinces ont accepté de payer les taxes fédérales à la consommation lorsqu'elles achètent des biens et services, et le gouvernement fédéral leur verse des sommes en remplacement de taxes provinciales analogues. Les quatre provinces de l'Atlantique, le Québec, l'Ontario, le Manitoba et la Colombie-Britannique ont signé ces accords au titre desquels 311,3 millions de dollars sont prévus pour 1990-1991.

Transfert de l'impôt sur le revenu des entreprises de services publics

En vertu de la *Loi sur le transfert de l'impôt sur le revenu des entreprises d'utilité publique*, le gouvernement fédéral verse aux provinces 95 p. 100 de l'impôt qu'il perçoit sur le revenu de certaines sociétés privées qui distribuent au public, ou produisent à cette fin, de l'énergie électrique, du gaz et de la vapeur. Le montant prévu à ce chapitre pour 1990-1991 s'élève à 273,9 millions de dollars. Ces chiffres reflètent la décision budgétaire de maintenir les transferts en vertu du programme de TIRESP pour 1990-1991 et 1991-1992 au niveau de ceux de 1989-1990.

Subventions en vertu d'une loi

Les plus anciens paiements de transfert sont des subventions versées à chaque province au titre des diverses lois constitutionnelles. Ces paiements, qui comprennent une subvention de soutien aux législatures provinciales, une subvention par habitant, une subvention de réduction de la dette et certaines autres subventions spéciales, totaliseront 36 millions de dollars en 1990-1991.

C. Financement des programmes établis (FPE)

En vertu du FPE, le gouvernement fédéral verse des contributions aux provinces pour appuyer le financement des services de santé assurés, des services complémentaires de santé et de l'enseignement postsecondaire. Ces contributions englobent des paiements en argent et des transferts fiscaux et sont

évalués à 19,5 milliards de dollars pour 1990-1991 (les droits afférents de 20,0 milliards de dollars et 500 millions de dollars dans les paiements de rajustement des exercices précédents). Ces chiffres découlent de la récente décision budgétaire de maintenir les contributions par habitant de 1990-1991 au niveau de celles de 1989-1990. Les contributions totales à une province continueront d'être assujetties à la progression démographique de cette dernière.

Les provinces peuvent utiliser ces crédits pour financer leurs engagements en matière de soins de santé et d'enseignement postsecondaire en fonction de leurs priorités. Les transferts destinés aux soins de santé sont assujettis à la *Loi canadienne sur la santé*. Par ailleurs, le Secrétaire d'État doit soumettre au Parlement un rapport annuel sur l'aide fédérale et provinciale à l'enseignement postsecondaire.

D. Transferts à des fins spécifiques

Les crédits de cette catégorie sont affectés à des programmes et à des fins spécifiques.

Régime d'assistance publique du Canada (RAPC)

En vertu du Régime d'assistance publique du Canada, le gouvernement partage, à part égale, le coût des programmes de soutien du revenu et des services sociaux de chaque province. Les dépenses prévues de trésorerie pour le RAPC s'élèvent à 5,2 milliards de dollars. Le Québec reçoit une partie de ces sommes sous forme d'un transfert d'impôt de 618,1 millions de dollars; par conséquent, la contribution totale en vertu du Régime devrait totaliser 5,8 milliards de dollars en 1990-1991.

En 1990-1991, le gouvernement fédéral limitera ses contributions à l'Alberta, à la Colombie-Britannique et à l'Ontario (c'est-à-dire les provinces qui ne touchent pas de paiements de péréquation) à 5 p. 100, comme il a été annoncé dans le dernier budget fédéral.

Assurance-récolte

Le gouvernement fédéral assume, avec les provinces et les agriculteurs, les frais d'administration et le coût des primes des régimes d'assurance-récolte. La contribution fédérale est versée aux provinces, qui se chargent de la gestion des programmes, et est évaluée à 233 millions de dollars pour 1990-1991.

Langues officielles dans l'enseignement

Les paiements versés aux provinces en vertu de la formule prescrite par le Programme des langues officielles dans l'enseignement visent à aider les Canadiens à apprendre l'autre langue officielle et sont évalués à 253,3 millions de dollars pour 1990-1991; de ce total, 225,3 millions de dollars ont déjà été distribués aux provinces.

Autres programmes de santé et de bien-être

Ce poste comprend la participation financière, avec les provinces, au Programme de réadaptation professionnelle des invalides et les subventions versées aux territoires pour la prestation de services de santé et de bien-être aux Indiens. Ces besoins sont évalués à 161 millions de dollars pour 1990-1991.

Services aux jeunes contrevenants

Le gouvernement fédéral s'est entendu avec les provinces et les territoires sur le partage des coûts de prestation de services juridiques en vertu de la *Loi sur les jeunes contrevenants*. Sa contribution est évaluée à 161 millions de dollars pour 1990-1991.

Justice

Ce poste englobe la participation fédérale aux programmes provinciaux d'aide juridique touchant le droit criminel et aux programmes d'indemnisation des victimes de crimes violents. Cette participation est évaluée à 77 millions de dollars pour 1990-1991.

Transports

Ce poste comprend les transferts fédéraux aux provinces et aux municipalités à l'égard des services de cabotage, de l'aménagement et du fonctionnement des aéroports, du réaménagement des chemins de fer et des activités touchant le transport des marchandises dangereuses. Les coûts sont évalués à 72 millions de dollars pour 1990-1991.

TABLEAU 1
ESTIMATION DES TRANSFERTS FÉDÉRAUX AUX PROVINCES, AUX TERRITOIRES ET AUX MUNICIPALITÉS
EXERCICE 1990-1991
(en millions de dollars)

A. TOTAL DES TRANSFERTS		
EN ESPÈCES*		24,183.6
FISCAUX		11,317.0
TOTAL		35,500.6
B. TRANSFERTS À DES FINS GÉNÉRALES		
EN ESPÈCES	Péréquation	8,163.0
	Financement des territoires	921.5
	Subventions en remplacement de l'impôt foncier	323.4
	Réciprocité fiscale	311.3
	Transfert de l'impôt sur le revenu des entreprises d'utilité publique	273.9
	Subventions statutaires	36.0
	Recouvrements des allocations aux jeunes**	-369.0
	Total partiel - En espèces	9,660.1
FISCAUX	Points d'impôt pour les allocations aux jeunes**	369.0
TOTAL	Transferts à des fins générales	10,029.1
C. FINANCEMENT DES PROGRAMMES ÉTABLIS (FPE)		
EN ESPÈCES	Santé	6,249.6
	Enseignement postsecondaire	1,966.9
	Total partiel	8,216.5
FISCAUX	Santé	7,011.7
	Enseignement postsecondaire	3,318.2
	Total partiel	10,329.9
PÉRÉQUATION ASSOCIÉE ***		
	Santé	664.7
	Enseignement postsecondaire	314.6
	Total partiel	979.3
TOTAL	Santé	13,926.0
	Enseignement postsecondaire	5,599.7
	Financement des programmes établis	19,525.7
D. TRANSFERTS À DES FINS SPÉCIFIQUES		
EN ESPÈCES	Régime d'assistance publique du Canada	5,222.7
	Assurance-récolte	233.0
	Langues officielles dans l'enseignement	225.3
	Divers programmes de santé et de bien-être	160.9
	Jeunes contrevenants	160.6
	Justice	77.3
	Transports	72.2
	Autres	120.0
	Total partiel - En espèces	6,272.0
FISCAUX	Points d'impôt - RAPC	618.1
TOTAL	Fins spécifiques	6,890.1

*Le total en espèces comprend un montant de 35,0 millions de dollars de transferts en espèces qui n'est pas réparti par province.

**Le programme des allocations aux jeunes a pris fin. Le montant indiqué à titre de transfert fiscal (trois points d'impôt sur le revenu des particuliers) est récupéré à partir des paiements en espèces destinés au Québec.

***Le total au titre du FPE englobe la péréquation associée au transfert fiscal. Vu que cette somme est en fait versée en vertu du programme de péréquation, elle est comprise dans le budget de ce programme. Les totaux sont rajustés pour éviter la double comptabilisation.

TABLEAU 2
ESTIMATION DES TRANSFERTS FÉDÉRAUX AUX PROVINCES, AUX TERRITOIRES ET AUX MUNICIPALITÉS
EXERCICE 1990-1991
(**en millions de dollars**)

	T.-N.	I.P.-É.	N.-É.	N.-B.	Qué.	Ont.	Man.	Sask.	Alb.	C.-B.	T.N.-O.	Yukon	Total
A. SOMMAIRE													
EN ESPÈCES*	1,354.8	296.0	1,531.0	1,438.5	6,449.5	5,481.0	1,593.5	1,119.7	1,762.1	2,105.8	797.4	219.3	24,183.6
FISCAUX	106.9	27.7	232.6	165.2	4,033.9	4,235.0	286.9	242.2	883.5	1,072.8	20.9	9.4	11,317.0
TOTAL	1,461.7	323.7	1,763.6	1,603.7	10,483.4	9,716.0	1,880.4	1,361.9	2,645.6	3,178.6	818.3	228.7	35,500.6
B. TRANSFERTS À DES FINS GÉNÉRALES													
EN ESPÈCES	966.9	205.8	940.9	915.5	3,827.7	-	871.5	434.7	-	-	727.3	194.2	8,163.0
Périmé au financement des territoires	-	-	-	-	-	-	-	-	-	-	-	-	921.5
Subventions en remplacement	4.8	1.8	17.6	10.5	61.5	150.4	16.2	8.0	20.0	30.1	1.3	1.2	322.4
de l'impôt foncier	15.0	5.4	34.7	29.4	66.9	119.0	17.9	-	-	23.0	-	-	311.3
Réciprocité fiscale	-	-	-	-	-	-	-	-	-	-	-	-	-
Transfert de l'impôt sur le	-	-	-	-	-	-	-	-	-	-	-	-	-
revenu des entreprises	8.9	2.8	2.3	1.8	26.0	70.8	5.0	0.2	149.2	10.1	0.2	0.7	273.9
d'utilité publique	9.7	0.7	2.3	1.8	4.7	6.1	2.2	2.2	3.8	2.5	-	-	36.0
Subventions statutaires	-	-	-	-	-	-	-	-	-	-	-	-	-
Recouvrement des allocations	-	-	-	-	-	-	-	-	-	-	-	-	-369.0
aux jeunes**	-	-	-	-	-	-	-	-	-	-	-	-	-
Total partiel - En espèces	1,005.3	216.5	995.5	957.2	3,617.8	346.3	912.8	445.1	173.0	65.7	728.8	196.1	9,660.1
FISCAUX	-	-	-	-	-	-	-	-	-	-	-	-	369.0
Points d'impôt pour les	-	-	-	-	-	-	-	-	-	-	-	-	-
allocations aux jeunes**	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL	1,005.3	216.5	995.5	957.2	3,986.8	346.3	912.8	445.1	173.0	65.7	728.8	196.1	10,029.1

* Le total en espèces comprend un montant de 35,0 millions de dollars de transferts en espèces (dont 28,0 millions de dollars pour le programme des langues officielles dans l'enseignement) qui n'est pas réparti par province.

** Le programme des allocations aux jeunes a pris fin. Le montant indiqué à titre de transfert fiscal reflète le maintien du transfert au Québec de trois points d'impôt sur le revenu des particuliers en vertu des accords de non-participation. Vu que le programme n'existe plus, la valeur de ces points d'impôt est récupérée auprès de la province à partir des paiements en espèces figurant dans le tableau.

TABLEAU 2 (SUITE)
ESTIMATION DES TRANSFERTS FÉDÉRAUX AUX PROVINCES, AUX TERRITOIRES ET AUX MUNICIPALITÉS
EXERCICE 1990-1991
(en millions de dollars)

	T.-N.	I.P.-É.	N.-É.	N.-B.	Qué.	Ont.	Man.	Sask.	Alb.	C.-B.	T.N.-O.	Yukon	Total
C. AIDE GÉNÉRALE À LA SANTÉ ET À L'ENSEIGNEMENT POSTSECONDAIRES AU TITRE DU FINANCEMENT DES PROGRAMMES ÉTABLIS (FPÉ)													
EN ESPÈCES Santé	159.7	36.6	249.1	202.2	1,162.4	2,235.9	305.3	284.0	693.0	901.4	13.4	6.6	6,249.6
Enseignement postsecondaire	54.3	12.4	84.7	68.7	298.7	695.0	103.8	96.5	236.0	310.3	4.3	2.2	1,966.9
Total partiel	214.0	49.0	333.8	270.9	1,461.1	2,930.9	409.1	380.5	929.0	1,211.7	17.7	8.8	8,216.5
FISCAUX													
Santé	72.6	18.8	157.9	112.1	2,068.1	2,874.6	194.7	164.4	599.7	728.2	14.2	6.4	7,011.7
Enseignement postsecondaire	34.3	8.9	74.7	53.1	978.7	1,360.4	92.2	77.8	283.8	344.6	6.7	3.0	3,318.2
Total partiel	106.9	27.7	232.6	165.2	3,046.8	4,235.0	286.9	242.2	883.5	1,072.8	20.9	9.4	10,329.9
PÉRÉQUATION ASSOCIÉE													
Santé	67.3	13.2	60.7	64.9	302.5	-	72.7	83.4	-	-	-	-	664.7
Enseignement postsecondaire	31.9	6.2	28.7	30.7	143.2	-	34.4	39.5	-	-	-	-	314.6
Total partiel	99.2	19.4	89.4	95.6	445.7	-	107.1	122.9	-	-	-	-	979.3
TOTAL													
Santé	299.6	68.6	467.7	379.2	3,533.0	5,110.5	572.7	531.8	1,292.7	1,629.6	27.6	13.0	13,926.0
Enseignement postsecondaire	120.5	27.5	188.1	152.5	1,420.6	2,055.4	230.4	213.8	519.8	654.9	11.0	5.2	5,599.7
Total*	420.1	96.1	655.8	531.7	4,953.6	7,165.9	803.1	745.6	1,812.5	2,284.5	38.6	18.2	19,525.7

* Les transferts fiscaux au titre du FPÉ englobent 13,5 points d'impôt sur le revenu des particuliers et 1,0 point sur le revenu des sociétés (en plus d'un abattement additionnel pour le Québec en vertu des accords de non-participation). Le total au titre du FPÉ ci-dessus comprend la péréquation associée au transfert fiscal. Vu que cette somme est en fait versée en vertu du programme de péréquation, elle est comprise dans le budget de ce programme. Les totaux sont rajustés pour éviter la double comptabilisation.

TABLEAU 2 (SUITE)
 ESTIMATION DES TRANSFERTS FÉDÉRAUX AUX PROVINCES, AUX TERRITOIRES ET AUX MUNICIPALITÉS
 EXERCICE 1990-1991
 (en millions de dollars)

	T.-N.	I.P.-É.	N.-É.	N.-B.	Qué.	Ont.	N.-M.	Sask.	Alb.	C.-B.	T.N.-O.	Yukon	Total	
D. TRANSFERTS À DES FINIS SPÉCIFIQUES														
EN ESPÈCES	Régime d'assistance publique du Canada*	102.9	24.1	172.8	170.1	1,134.3	1,946.4	209.5	171.8	533.6	737.1	15.0	5.1	
	Assurance-récolte	0.1	1.0	0.4	0.9	20.4	20.3	30.4	85.9	69.6	4.0	-	233.0	
	Langues officielles dans l'enseignement	2.8	2.5	7.8	24.5	80.3	65.7	8.4	14.4	8.6	9.3	0.4	0.6	
	Divers programmes de santé et de bien-être	4.9	0.7	4.6	6.4	13.8	48.6	8.6	6.9	20.5	20.5	20.8	4.6	
	Jeunes contrevenants	4.9	1.7	6.2	4.9	29.8	64.5	5.8	7.2	13.7	17.0	3.7	1.2	
	Justice	1.7	0.2	3.2	1.4	14.2	32.9	3.3	2.5	6.7	8.7	1.8	0.7	
	Transports	6.9	-	0.7	1.1	19.4	8.5	3.6	1.1	2.2	24.4	4.3	-	
	Autres	11.3	0.3	6.0	1.1	58.4	16.9	2.0	4.3	5.2	7.4	4.9	2.2	
	Total partiel - En espèces	135.5	30.5	201.7	210.4	1,370.6	2,203.8	271.6	294.1	660.1	828.4	50.9	14.4	
FISCAUX	Points d'impôt - RAPC*	-	-	-	-	618.1	-	-	-	-	-	-	618.1	
TOTAL	Fins spécifiques	135.5	30.5	201.7	210.4	1,988.7	2,203.8	271.6	294.1	660.1	828.4	50.9	14.4	6,890.1

* Outre le transfert en espèces en vertu du RAPC, le Québec reçoit un transfert fiscal conformément aux accords de non-participation.

E. Écarts par rapport au budget des dépenses principal

Le Plan de contrôle des dépenses annoncé par le ministre des Finances comprend quelques initiatives qui influent sur les transferts à d'autres paliers d'administration et qui exigent que le Parlement approuve les modifications apportées aux lois. Par conséquent, les sommes figurant dans le Budget des dépenses principal de 1990-1991 ne tiennent pas compte des dépenses que le gouvernement entend effectuer à l'égard de ces programmes, comme le précisent les tableaux et graphiques précédents.

(en millions de dollars)	Prévisions de dépenses	Budget des dépenses 1990-1991
Financement des programmes établis (au comptant)	6 249,6	6 868,6
Enseignement postsecondaire	1 966,9	2 216,8
	<hr/>	<hr/>
	8 216,5	9 085,4
Régime d'assistance publique du Canada	5 222,7	5 297,7
Transfert de l'impôt sur le revenu des entreprises de services publics	273,9	290,0



News Release Communiqué

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For Immediate Release
March 7, 1990.

SUPPLEMENTARY ESTIMATES (C) FOR 1989-90 TABLED

Treasury Board President Robert de Cotret today tabled in the House of Commons the Government's Supplementary Estimates (C) for the 1989-90 fiscal year amounting to \$1.5 billion.

Supplementary estimates provide for items that have arisen since the 1989-90 Main Estimates were tabled on April 28, 1989. Budgetary estimates chargeable to 1989-90 total \$133.7 billion, \$500 million lower than that provided in the expenditure framework set out by the Minister of Finance in the April 1989 budget.

These estimates are composed of \$680 million that Parliament is being asked to vote on and \$849 million that relate to payments made under existing legislation. Major items to be voted on include:

- \$90 million in budgetary funds to National Defence for the relocation of certain facilities at Canadian Forces Base in Toronto (Downsview), as well as other capital costs;
- \$80 million to Atomic Energy of Canada Limited for the engineering design of the Candu-3 reactor, nuclear research and development, and other operating costs;
- \$65.6 million to Revenue Canada--Customs and Excise for preparatory work on the proposed Goods and Services Tax;
- \$50 million to Labour Canada to assist older workers who have no prospect for employment;
- \$30 million to Environment Canada to meet health and safety requirements.

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Major increases in statutory items include:

- \$866 million in fiscal equalization payments;
- \$173 million for payments to international financial institutions; and
- \$163 million for the Canada Assistance Program.

The changes in statutory items reflect updated information on the application of formulas contained in existing legislation.

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For Further Information:

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News Release Communiqué

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For immediate release

April 23, 1990

DE COTRET TABLES REPORT OF TASK FORCE ON BARRIERS TO WOMEN

Treasury Board President Robert de Cotret today tabled in the House of Commons the Report of the Task Force on Barriers to Women in the Public Service.

"The Task Force Report is of significant importance to the government's continuing efforts to improve the employment prospects of women in the Public Service of Canada," Mr. de Cotret said. "We established the Task Force precisely to get the answers we need to remove remaining obstacles women face in their career development. I am impressed with the nature and scope of the Task Force Report.

"This government is committed to continuing to eliminate barriers to the employment of women," Mr. de Cotret stated. "We have already made significant progress by implementing an employment equity program across government, implementing equal pay for work of equal value, increasing the number of women at the highest levels in the Public Service and doubling the percentage of women in its management ranks. In addition, we have doubled the number of women appointed to federal boards, agencies and commissions."

Established in September 1988, the Task Force was asked by the government to identify and recommend solutions to barriers to the employment of women in jobs where they continue to be under-represented, their promotion within certain job categories, as well as the problems encountered by pioneers in positions not traditionally held by women. Among other factors, they examined attitudes, training and experience.

"Some barriers pinpointed by the Task Force can be eliminated by changes in policy or legislation, and we will address these," Mr. de Cotret said. "But the biggest challenge we face, and the Task Force stresses this, is in removing the more subtle obstacles created by attitudes. To this end, I will be asking government departments to bring the Report's key findings to the attention of managers and employees in order to increase understanding of problems having to do with people's attitudes and help to change behaviour."

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Mr. de Cotret said this is an ideal time to bring about change. Efforts to enable women to build satisfying careers will complement the Public Service 2000 initiative announced by the Prime Minister in December 1989 to modernize the Public Service and help provide the best possible service to Canadians into the 21st century.

Mr. de Cotret also indicated that he will be consulting with the Women's Advisory Committee on Employment Equity, set up to advise him on equity issues.

Over the past 18 months, the Task Force carried out an ambitious research program, including a survey of some 20,000 women and men in the Public Service, as well as consultations with interested groups in the federal Public Service, other levels of government and the private sector.

"I would like to thank the members of the Task Force and their staff for their hard work and dedication," Mr. de Cotret said. "And I would also like to express my appreciation to Pat Carney, who established this Task Force and has continued to provide invaluable advice and support."

The Task Force, chaired by Jean Edmonds, former Associate Deputy Minister of the former Department of Regional Industrial Expansion, also included Edna MacKenzie, Director General, Human Resources, House of Commons; and Jocelyne Côté-O'Hara, Vice President, Government Relations, British Columbia Telephone Company.

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News Release Communiqué

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For Immediate Release

May 22, 1990

SUPPLEMENTARY ESTIMATES (A) FOR 1990-91 TABLED

Treasury Board President Robert de Cotret today tabled in the House of Commons Supplementary Estimates for 1990-91 amounting to \$551 million. This brings to \$148.5 billion the estimates tabled for 1990-91, which is well within the expenditure framework announced by the Minister of Finance in his February 1990 Budget.

Supplementary Estimates provide for items that have arisen since the 1990-91 Main Estimates were tabled February 22, 1990. These estimates include:

- ▶ \$500 million to help the farm sector, as announced by the government last March;
- ▶ \$50 million to Employment and Immigration for the Canadian Jobs Strategy;
- ▶ \$1.2 million to Employment and Immigration to enable them to writeoff loans made under the Transportation Loan Program.

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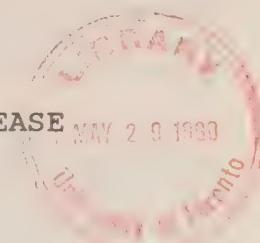
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FOR IMMEDIATE RELEASE

May 22, 1990



PUBLIC SERVICE AWARDS PRESENTED TODAY

Treasury Board President Robert de Cotret today presented the federal government's special "AWARDS OF EXCELLENCE" at a ceremony at the new National Museum of Civilization in Hull, Quebec.

Twelve employees of the Canadian embassy in Beijing were among the award winners. They volunteered to remain behind during the violent suppression of the Tiananmen Square demonstrations after non-essential personnel were evacuated to provide important services and maintain communications.

Some of the 37 employees presented with Awards of Excellence this year made suggestions and improvements that saved taxpayers a total of \$9.5 million.

The government's Suggestion Award program has received over 160,000 proposals since it began 38 years ago. The program has paid out a total of \$4.4 million to Public Service employees whose suggestions have saved taxpayers over \$131 million.

Also presented today by Mr. de Cotret were the federal government's new "EMPLOYMENT EQUITY AWARDS" to honour departments of the Public Service of Canada that have shown the most significant progress during 1989 in increasing the employment of women, persons with disabilities, aboriginal peoples and members of visible minorities.

Mr. de Cotret said: "The Public Service Awards of Excellence are presented each year to the 'best of our best' Suggestion and Merit Award winners. Award winners in departments are judged by Treasury Board's Incentive Award Board to have made contributions that are exceptional and worthy of recognition. Today the Government of Canada is honouring these employees for their initiative and hard work. They have been a source of inspiration to all government employees, and all Canadians can be proud of them."

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Awards of Excellence were first presented in 1986 as a new component of the federal government's Incentive Award Plan. The plan also encompasses Suggestion Awards, Merit Awards, Outstanding Achievement Awards, Senior Officer Retirement Certificates and Long Service Awards.

Mr. de Cotret noted that - as part of the Prime Minister's Public Service 2000 initiative - Treasury Board raised the limits in April on some of its awards to make them more attractive and encourage employees to contribute even more suggestions on how to improve the efficiency of federal programs and services.

Today's Awards of Excellence recipients are:

From External Affairs and International Trade Canada (the Canadian Embassy in Beijing), Mark A. Davidson, Daniel Dhavernas, Marc Dompierre, Earl G. Drake, Clive G. England, Peter J. Girling, Gail M. Gow, Donald G. Myatt, Jacqueline Nigl, Peter W. Nigl, Terrence A. Norris, and Hau Sing Tsé.

These 12 embassy employees volunteered to remain behind when non-essential staff were evacuated during the violent suppression of the Tiananmen Square demonstrations. Under crisis conditions, they provided consular assistance and visas and arranged the evacuation of hundreds of Canadians. At the same time, they maintained an important communications link to the Canadian government and the news media.

From Health and Welfare Canada, Donna-Mae Burgener. Ms. Burgener displayed exceptional management, leadership and decision-making skills during an investigation of alleged antibiotic contamination of pork in Manitoba. The allegations could have destroyed the Canadian pork industry. The speed and tact with which she carried out her work brought credit to her organization.

From Employment and Immigration Canada, Morris Donen. Mr. Donen suggested using the department's Report on Hirings program to identify and trace Unemployment Insurance claimants and debtors who were not reporting income. A matching system was started and money has been recovered. Savings to the taxpayer: \$2,273,000.

Also from **Employment and Immigration Canada**, Nabil Macarios. As a result of Mr. Macarios's suggestion, information from Revenue Canada's T4 Supplementary File was matched against Employment and Immigration Canada's Insured Earnings Match Program. As a result, \$3,750,000 was saved in overpayments that otherwise would not have been detected.

From **Statistics Canada**, Danielle Baum, who developed extensive software modifications and pushed the manufacturer's technology beyond existing limits to save time and reduce design, composition and printing costs involved with the revision of 3,000 pages of questionnaires. Cost savings: \$100,000.

From **Agriculture Canada**, Barry R. Young. Mr. Young redesigned the environmental control system and various components of plant growth chambers at the Central Experimental Farm in Ottawa. Environmental control has improved, and maintenance and replacement costs have been reduced. Cost savings: \$20,000.

From **National Defence**, Barry J. Bayers and Ernest W. Carley, who modified the "Big Eye" binoculars, which are heavy pieces of equipment that are mounted on the bridges of 34 ships. As a result, downtime has decreased and usage has increased. Savings to the taxpayer: \$105,000.

From **Transport Canada**, John Dawson. On his suggestion, fluorescent light fixtures were fitted with power reducers to extend bulb life and reduce ballast temperatures. First year savings: \$204,000.

From **Communications Canada**, Daniel Boudreau, Gorin Bree, Karen Bryden, Robert Deguire, Hisham Hassanein and John Lodge. These six employees worked long hours with dedication to develop novel voice coding and processing technologies essential to the Canadian Mobile Satellite Programs. This technology was subsequently transferred to the private sector. Domestic and international sales have created jobs and brought economic benefits estimated at \$4 billion over 20 years.

From **Supply and Services Canada**, Alan F. Armstrong, Kenneth J. Cuddihy, Domenic Crupi, Terry Gillette, John Horsley, M.J. Ali Khan, Marie Lebeau, Brian Lillico, Lyle P. Mason, Gerry E. Racine, Jr., and Vincent M. Scorsone.

These 11 employees on Supply and Services Canada's Automated Payments Project Team worked long hours and extremely intensively to produce retroactive cheques for 140,000 Public Service employees within 10 days of the signing of contracts. Their commitment resulted in a major boost to employee morale across the government as well as savings of \$3 million.



This year is the first year that Employment Equity Awards are being presented. Four departments are being recognized today with this new award for improving the employment of members of the four Employment Equity target groups during 1989. Those four departments are:

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Supply and Services Canada, for having made the most significant progress in the employment of women at senior levels and in non-traditional occupational groups.

Employment and Immigration Canada, for having made the most significant progress in the employment of persons with disabilities.

The **Veterans Affairs** portfolio, including Veterans Affairs Canada, the Veterans Appeal Board, the Canadian Pension Commission and the Bureau of Pensions Advocates, for having made the most significant progress in the employment of aboriginal people. And

Revenue Canada Customs and Excise, for having made the most significant progress in the employment of members of visible minority groups.

FOR FURTHER INFORMATION:

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For Immediate Release
June 18, 1990

DE COTRET TABLES SECOND GOVERNMENT-WIDE ANNUAL REPORT ON ACCESS AND PRIVACY ACTS

Treasury Board President Robert de Cotret today tabled in the House of Commons the second consolidated Annual Report on the Access to Information and Privacy Acts. The Report shows that use of the Access to Information system continues to grow, with a 44 per cent jump in requests handled during 1988/89.

The Report, which provides government-wide statistics on requests made under the Access to Information and Privacy legislation, states that departments and agencies answered 8,466 Access to Information requests during the year, up from 5,866 in 1987/88.

The cost of responding to Access to Information requests also continued to increase, with reported costs of \$5.5 million, up from \$4 million a year earlier. These costs do not include time spent in reviewing records by staff outside of Access to Information offices. A total of \$90,453 in user fees was collected in 1988-89.

Businesses were by far the largest users of the Access to Information Act, accounting for more than half (51.8 per cent, up from 48.2 per cent the previous year) of all Access requests. They were followed by individuals (27.3 per cent), other organizations (9 per cent), the news media (6.9 per cent) and academics (1.9 per cent).

Requests completed under the Privacy Act also rose, up 17 per cent to 56,256 from 47,963 in 1987/88. Privacy requests, for which there are no user fees, are a means for individuals to obtain personal information held about them in government records.

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News Release Communiqué

ISSUED JOINTLY BY THE PUBLIC SERVICE
ALLIANCE OF CANADA AND THE TREASURY BOARD

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For Immediate Release
August 7, 1990

TREASURY BOARD AND PSAC SET TERMS FOR NEXT ROUND OF BARGAINING

Treasury Board and the Public Service Alliance of Canada today signed a Memorandum of Understanding that will streamline the process for the next round of collective bargaining. Under the terms of the agreement, 27 bargaining units representing some 158,000 federal employees will be combined to form seven negotiating tables, and employees who would continue to work in the event of a strike will be identified before negotiations begin.

"I am very pleased that we have been able to agree on a process for the next round of bargaining", Treasury Board President Robert de Cotret said. "Both parties are determined to avoid the kind of lengthy delays that occurred in the past, and this new process promises to do just that."

The President of the Alliance, Daryl Bean, said: "The Memorandum of Understanding enables us to remove a major hindrance to efficient negotiations. This is good news for our members."

As a result of today's agreement, seven bargaining tables will be set up, each regrouping a number of bargaining units, to negotiate seven agreements. Should the parties at a given table not be able to agree through direct negotiations, a single conciliation panel would be put in place to resolve outstanding issues for that table.

The issue of designated employees will also be settled before formal negotiations begin. Designated employees are those who perform duties necessary in the interest of the safety or security of the public and who therefore are prohibited from striking. In the past, designations were finalized after talks had broken down and this often involved lengthy delays at a critical stage in the process. This time, the list of designations will be negotiated between October 1 and December 31, 1990,

several months before formal negotiations begin. Designations not agreed upon by December 31 will be referred to designations review panels, which will be required to render binding decisions by February 28, 1991. Each review panel will consist of a representative of each party and an independent chairperson.

Mr. de Cotret, Mr. Bean, Treasury Board Deputy Secretary L.M. Tenace and PSAC Vice-President Albert Burke all welcomed the Memorandum of Understanding as an important step in streamlining the collective bargaining process and in furthering good employer-employee relations.

For Further Information

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Public Service Alliance of Canada:
Albert Burke (613) 560-4310
Robert Perron (613) 560-4220



News Release Communiqué

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AND TREASURY BOARD

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For Immediate Release
August 14, 1990

TREASURY BOARD AND THE PROFESSIONAL INSTITUTE SIGN AGREEMENT FOR MASTER BARGAINING

Treasury Board and the Professional Institute of the Public Service of Canada today signed a memorandum of agreement to negotiate a master agreement covering over 9,000 employees in 18 bargaining units. This will be the third round of master bargaining with the Professional Institute.

"Once again we have been able to agree to streamline the process and ensure more efficient collective bargaining," Treasury Board President Robert de Cotret said. "Both parties are working in the best interest of employees and of the Canadian public."

The President of the Professional Institute, Ms. Iris Craig, said she welcomed the negotiation of this third Master Agreement. "This process can work for our members by ensuring that a minimum amount of time is wasted on repetitive process," she added. "We hope that negotiations will result in a quick settlement."

Under the terms of the agreement, the parties will negotiate a single agreement at one table for 18 bargaining units. Sub-committees may be used during negotiations to iron out specific issues to further speed up the process.

Should the parties not be able to agree at the master table, either party can ask for a conciliation board, which will have the authority to render a binding decision on a broader range of issues than an arbitration board while

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eliminating the possibility of strike activities by the members of these 18 bargaining units.

The previous master agreement expires September 30, 1990. Both parties expect formal negotiations to begin almost immediately.

The 18 bargaining units include:

Actuarial Science	Home Economics	Scientific Regulation
Agriculture	Mathematics	Scientific Research
Biological Science	Meteorology	Social Work
Dentistry	Nursing	Veterinary Medicine
Forestry	Occupational and	Defence Scientific
Historical Research	Physical Therapy	Service
	Pharmacy	Commerce

For Further Information:

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The Professional Institute
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News Release Communiqué

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For Immediate Release
August 14, 1990

CONSULTATION ON PUBLIC SERVICE 2000 TASK FORCE REPORTS

Treasury Board President Robert de Cotret today announced the release of Public Service 2000 task force reports. The reports are being circulated to all departments and agencies of the Government of Canada, Public Service unions and other interested groups. The government will be examining the analysis and recommendations along with the feedback they generate in the broader context of its policy for the future of the Public Service.

Mr. de Cotret said: "The purpose in making these reports public at this time is two-fold: firstly, to inform Public Service employees of the thinking that has emerged over the past eight months; and secondly, to seek further feedback on this first part of the Public Service 2000 initiative.

"The task force recommendations do not represent official government policy or views. I want to encourage further discussion and feedback on these reports so that the government will have the benefit of the widest possible range of insights when it makes important decisions this fall aimed at renewing the Public Service and improving service to the public."

The task forces have already discussed issues of concern with Public Service unions, and have obtained the view of many employees across the country through surveys, telephone interviews, focus groups, meetings and calls for suggestions--particularly with respect to service to the public. They have also consulted a special committee of business people, academics, consultants, and representatives from various associations.

The documentation being made available today includes background material summarizing the major recommendations of the task forces and describing the progress they have made to date.

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"The task forces have worked diligently to produce these reports," Mr. de Cotret said. "They have raised some fundamental questions. It is essential at this stage that we share their work with all concerned as we continue this important process."

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For Further Information:

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Public Service 2000
Tel. (613) 952-6720

BACKGROUNDER ON PUBLIC SERVICE 2000

Public Service 2000 is an initiative to renew the Public Service of Canada that was announced on December 12, 1989, by Prime Minister Brian Mulroney. Its objective is to enable the Public Service to provide the best possible service to Canadians into the 21st century.

The Prime Minister asked Treasury Board President Robert de Cotret to oversee the project, whose implementation is carried out by Paul Tellier, Clerk of the Privy Council. Mr. Tellier is assisted by a small secretariat headed by John Edwards, Manager of Public Service 2000.

Public Service 2000 began with the creation of nine task forces comprising more than 90 Deputy Ministers, Assistant Deputy Ministers and senior regional officials. A tenth task force (on training and development) was established at the end of May.

LIST OF TASK FORCES

Service to the Public

Classification and Occupational Group Structures

Compensation and Benefits

Staffing

Staff Relations

Workforce Adaptiveness

Resource Management and Budget Controls

Administrative Policy and the Role of Common Service Agencies

Management Category

Training and Development

WHAT HAS HAPPENED TO DATE

The task forces have reviewed previous studies and reports, including employee surveys and reviews.

On April 30, 1990, Mr. de Cotret released a status report that explained the issues being examined and announced 40 recommendations and decisions to reduce paperburden, increase authority of departments and line managers, and improve human and resource management.

Task force members have canvassed their own departments for ideas on how the management of the Public Service could be improved. They have held discussions with Public Service unions and obtained the views of thousands of Public Service employees.

WHAT WILL HAPPEN NEXT

The task force recommendations do not represent official government policy or views. The Government will be examining the analysis and recommendations along with the feedback they generate in the broader context of its policy for the future of the Public Service. At this stage, the Government wants to inform Public Service employees of the thinking that has emerged and get the widest possible range of insights into its review of the issues.

A meeting will be held early in September with Public Service unions to receive and discuss their views on the reports. Also, employees are being encouraged to participate by discussing with their managers the changes that are needed and suggesting better ways to serve the public.

The reports--and the over 300 recommendations they contain--form the basis for continuing consultations on possible administrative and legislative changes.

Feedback and suggestions will be funnelled through the Public Service 2000 Secretariat and used to finalize the Government's position on Public Service reform, both for legislative amendments and the longer-term action plan to bring about change and renewal.



News Release Communiqué

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For immediate release
September 12, 1990

De Cotret Releases Second Interim Report on Future of the Toronto Waterfront

Treasury Board President and Environment Minister Robert de Cotret today welcomed recommendations of the Royal Commission on the Future of the Toronto Waterfront as "setting the stage for restoring the environmental health of the Lake Ontario waterfront in the Greater Toronto area."

"I fully support the comprehensive ecosystems approach that the Commission has adopted and which is integral to the Great Lakes Water Quality Agreement," Mr. de Cotret said. "We look forward to the response to the Commission's proposals by all interested parties, particularly the Government of Ontario, as most of the recommendations flow from Mr. Crombie's provincial mandate."

Mr. de Cotret noted that the report underscores the need for full consultation. "The federal government has an important role to play in responding to 'Watershed' and we will do our full share within our jurisdiction," he said.

Mr. de Cotret described the Commission's proposal for a Centre for Green Enterprise and Industry as among the "more intriguing and innovative" ideas in the report. "This is one of many recommendations that underscore the need for partnerships such as those we've envisaged through the Green Plan consultation process," he said. "The federal government will explore the Commission's proposals in detail with Ontario and other interested parties."

The government will be looking closely at recommendations to increase public access to the waterfront or to transfer federal lands along the waterfront to other levels of government. For example, the report mentions federal property at the mouth of the Credit River, and HMCS York. In assessing these recommendations, the government will ensure that federal program operations are not impeded, and that the value of these lands to all Canadian taxpayers is properly recognized.

Mr. de Cotret also noted recommendations concerning property belonging to Canadian National and Canada Post Corporation. "Crown corporations must be allowed to achieve their operational and financial mandates," he said. "This includes the responsibility to act reasonably and prudently when developing or selling their property."

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"Mr. Crombie has presented a useful framework for discussing the future of the Toronto Harbour Commissioners," Mr. de Cotret said. "The government will be discussing these recommendations with the City of Toronto, the Province, the Royal Commission and other interests."

The Minister was responding to recommendations contained in "Watershed", the second interim report of the Royal Commission headed by the Honourable David Crombie that was released earlier today.

Mr. de Cotret also reported that in the past year the federal government has acted on a number of the Royal Commission's earlier recommendations, notably those dealing with the Toronto Harbourfront Corporation. In addition, the federal government fully supports and participates in the Environmental Audit of Designated Waterfront Lands.

The Prime Minister established the Royal Commission in March 1988 to make recommendations on the future of federal lands on the Toronto waterfront. In 1989, the Ontario government asked Mr. Crombie to examine matters affecting the waterfront from Burlington to Newcastle and the Greater Toronto Area watershed.

The Commission is expected to make its final report to the federal government in the summer of 1991.

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News Release Communiqué

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Canada

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News Release Communiqué

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- N26



For Immediate Release
November 7, 1990

LOISELLE RELEASES TASK FORCE REPORT ON IMPROVED SERVICE TO THE PUBLIC

TORONTO - Treasury Board President Gilles Loiselle today released a special task force report on Service to the Public that calls on federal government departments to become more client-oriented.

The report stresses the need for increased consultation and collaboration with users of federal programs and services, monitoring client satisfaction, and providing better support to those who deal directly with the public.

Speaking in Toronto at a Conference Board of Canada seminar, Mr. Loiselle said: "Service to the public is at the heart of the Prime Minister's Public Service 2000 initiative. I expect the recommendations contained in this report will open the door to some fundamental changes that will be of benefit to all Canadians."

The government is distributing the report as widely as possible to clients and users of federal government services, and to federal departments and agencies, Public Service unions and other interested groups to generate further discussion and obtain feedback.

According to the report, departments must shift their culture and values to meet the public's needs and expectations. Clients must be consulted more actively, clear standards of service established, and objectives set for improving services.

In order to ensure that employees put forth their best efforts on behalf of the people of Canada, managers must both support and lead the Public Service much more effectively than in the past.

The report's recommendations are the result of extensive consultation, both outside and inside the Public Service, through focus groups, symposiums and workshops.

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Hundreds of clients--business people, academics, consultants and others--were consulted, and feedback was obtained from employees who deal directly with the public and from managers at all levels. A representative sample of 1,248 employees was surveyed by telephone.

Public Service unions were consulted, and the task force's findings were shared with them as the research evolved.

Mr. Loiselle said: "There is growing public expectation for better services, and an eagerness among employees to improve services. This government is committed to Public Service reform and renewal. We will bring about some fundamental changes through the Public Service 2000 initiative--changes that will benefit the public that we all serve."

This is the last of 10 reports produced as part of Public Service 2000, an initiative launched by the Prime Minister last December to renew the Public Service. The other nine were published in August.

"The government will be examining all the recommendations of the task force reports and setting out a comprehensive policy that will equip the Public Service to serve Canadians better in the decades ahead," Mr. Loiselle said.

For more information:

France Amyot, Mr. Loiselle's Office, (613) 957-2666, or
John Edwards, Manager, Public Service 2000, (613) 954-4331

For copies of the report or a summary: (613) 952-5111



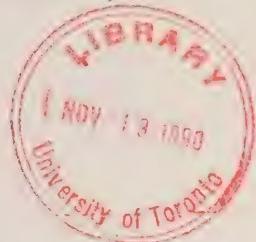
Treasury Board
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du Canada

News Release Communiqué

For Immediate Release
November 8, 1990

THE GOVERNMENT TABLES ITS DRAFT REGULATIONS ON OFFICIAL LANGUAGES



Treasury Board President Gilles Loiselle today tabled in the House of Commons the draft regulations for the delivery of federal services to the public in both official languages.

The draft regulations clarify certain provisions of the Official Languages Act by defining the circumstances in which federal offices would be required to serve the public in both official languages, either because of significant demand for services or because of the nature of the office.

"For the most part, the draft regulations confirm existing services, but they also standardize and define clearly what is required of federal institutions with respect to serving the public in both official languages, in accordance with the Canadian Charter of Rights and Freedoms and the Official Languages Act", said Mr. Loiselle.

The proposed regulations covering significant demand for services in French and in English in a federal office consist of a number of general rules based on the size and proportion of the linguistic minority in the region being served. Other rules apply to special services, such as those provided at border stations, for which the statistical information on the local population is of secondary importance.

Certain federal offices, given the nature of their services, are required to offer services in both official languages. These services include those offered in our national parks, embassies and consulates, as well as all signage related to the safety and security of the public.

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The draft regulations also cover the services to be offered to the travelling public by concessionaires in certain airports, train stations and other facilities under federal jurisdiction that are used by the travelling public.

"The purpose of the regulations," Mr. Loiselle explained, "is to ensure that bilingual services are provided to the public in a fair and reasonable manner whenever this is justified by the presence of an official language minority or the circumstances warrant such service."

Mr. Loiselle emphasized that the government's proposals would not have any significant impact on the resources allocated to the official languages program.

In accordance with the provisions of the Official Languages Act, the Francophone minority outside Quebec and Anglophone minority in Quebec were consulted on the draft regulations.

The Act also stipulates that the draft regulations must be tabled in the House of Commons at least thirty sitting days before they are published in the Canada Gazette. A further thirty days during which the two Houses of Parliament are sitting must be allowed before publication of the final version of the regulations. This procedure ensures that Members of Parliament and the public can express their opinions on the draft regulations prior to the adoption of the final version. The regulations will come into force one year after they have been adopted.

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For further information:

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News Release Communiqué

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For immediate release
November 23, 1990

SUPPLEMENTARY ESTIMATES FOR 1990-91 TABLED

Treasury Board President Gilles Loiselle today tabled in the House of Commons Supplementary Estimates (B) of \$4.8 billion for the fiscal year 1990-91. Mr. Loiselle also announced that current spending levels in departments would be cut back by \$350 million.

"Because of major and unanticipated expenditures -- mostly to support Canadian troops in the Persian Gulf -- current spending levels in departments had to be reduced to keep program spending on track," Mr. Loiselle said.

In line with the Minister of Finance's revised fiscal outlook of September 17, 1990, the Supplementary Estimates contain statutory expenditures of \$2.5 billion to cover the increase in public debt charges. As well, Parliament will be asked to approve expenditures that include:

- \$257 million to prepare and plan for the Goods and Services Tax;
- \$116 million to develop the Mobile Servicing System as part of Canada's contribution to the Space Station;
- \$114 million to Agriculture Canada, primarily to provide assistance to farmers hard hit by depressed commodity prices;
- \$108 million to enable the government to distribute \$2.4 billion in GST credits to some eight million lower and modest income Canadians, and to provide information to consumers.

Other items are being submitted to Parliament for approval in connection with the Assisted Rental Program; to fund increased costs of pensions to veterans' widows and widowers who remarry; and to deal with workloads related to aviation safety.

In discussing the spending cuts, Mr. Loiselle said: "To keep program spending on track, the government will reduce spending mostly by cutting back on government operations. The government is committed to the continued strong management of its program spending. The measures I have taken today ensure that program spending will have no negative impact on the projected 1990-91 deficit."

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Attached is a list of expenditure reductions by department.

For further information:

Gérald Simoneau, Communications, Treasury Board Secretariat
(613) 957-2424

Françoise Trudeau-Reeves, President's Office (613) 957-2666

1990-91 Reduction of \$350 million

Of the \$350 million, \$250 million is related to government operations -- the cost of delivering government services.

These reductions are being made across departments based generally on the relative size of their operational budgets, i.e. salaries, capital, and other operating costs. Some adjustments were made to minimize any adverse impact on such things as health and safety.

	(\$ thousands)
Agriculture	12,910
Atlantic Canada Opportunities Agency	640
Communications	10,100
Consumer and Corporate Affairs	2,560
Employment and Immigration	25,210
Energy, Mines and Resources	8,370
Environment	14,470
External Affairs	11,770
Finance	1,300
Fisheries and Oceans	11,050
Forestry	1,730
Indian Affairs and Northern Development	6,340
Industry, Science and Technology	11,750
Justice	3,250
Labour	1,110
Health and Welfare	9,890
Revenue Canada	25,670
Privy Council Office	1,840
Public Works	9,470
Secretary of State	5,110
Solicitor General	31,660
Supply and Services	2,670
Transport	31,340
Treasury Board	1,350
Veterans Affairs	3,260
Western Economic Diversification	540
Other	<u>4,640</u>
Total	250,000

(Departmental totals include associated agencies)

In addition, the government will defer \$100 million in Grants and Contributions in the following departments:

Agriculture	\$43 million
Environment	\$24 million
ACOA	\$20 million
Transport	\$13 million

These Grants and Contributions will be available in future years.



News Release Communiqué

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For Immediate Release
February 28, 1991

1991-92 MAIN ESTIMATES CURB FEDERAL SPENDING

Treasury Board President Gilles Loiselle tabled today the federal government's 1991-92 Main Estimates. He provided details of the government's plan to control spending and improve the management of the Public Service.

Spending control measures, which include wage restraint and freezing the cost of government operations to current levels, will save \$870 million in 1991-92 and a total of over \$5.2 billion by 1995-96.

"The spending plan shows wide-ranging spending cuts and clear limits on salary costs," Mr. Loiselle said. "They spell out the program of a government that is prepared to take tough measures to deal with tough times, a government that refuses to ask Canadians to spend more on its operations than the country can afford."

Of the \$870 million in overall savings, \$500 million will be achieved by cutting 3 per cent from the current operating and capital budgets of departments.

Grants and contributions to businesses, interest groups and individuals that are not covered in the Expenditure Control Plan will be cut by \$75 million in 1991-92 and \$125 million a year thereafter. Grants and contributions to aboriginal groups and for science and technology are not affected.

Mr. Loiselle said: "As the largest employer in Canada, the federal government believes it must show leadership in wage restraint. The government is not prepared to accept wage increases of more than three per cent a year over the next three years. This rate of increases is consistent with inflation targets contained in the Budget."

The government will not make any provision in the salary budgets of departments in 1991-92 for new collectively bargained pay increases. This means that there will be a clear trade off between salary increases negotiated in 1991-92 and jobs: each one per cent pay increase would result in a corresponding reduction of about 2,000 jobs.

Over the next two years, the number of senior managers in the Public Service will be cut by 10 per cent. This will eliminate 475 jobs. Seventy per cent of managerial positions are in the National Capital Region.

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Salary increases for government managers, deputy ministers and heads of Crown corporations will be limited to levels negotiated with unions.

The government will continue negotiations with Public Service unions to eliminate barriers to contracting out work. If this cannot be achieved through negotiation, the government is prepared to legislate in this area so that contracting out remains one of a range of options available to give Canadians the best value for their tax dollar.

Collection efforts will be stepped up to recover money from those who owe the federal government but choose not to pay.

To improve the delivery of government services, the use of Special Operating Agencies will be expanded to produce significant improvements in their cost-effectiveness.

"We have taken a hard look at government programs and services and have made some difficult decisions to reduce the size and cost of the federal government and control wage increases," Mr. Loiselle said. "In doing so, the government is providing the basis for a sound economy and a secure and prosperous future for Canadians."

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News Release Communiqué

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-N26

For Immediate Release
September 30, 1991

GOVERNMENT PROCEEDING WITH BACK-TO-WORK LEGISLATION

Treasury Board President Gilles Loiselle today announced that the government intends to proceed with passage of Bill C-29. The legislation would put an end to a strike by members of the Public Service Alliance of Canada which resumed last Friday.

"The government has been as generous as it could be in offering to improve employee benefits, while remaining firm in its resolve to restrain spending," Mr. Loiselle said. "The Alliance is unwilling to accept a reasonable offer of settlement. The cupboard is bare, yet the Alliance is asking for more."

Treasury Board tabled an improved offer last week that included:

- 0 and 3 per cent wage increase over 24 months;
- a \$500 lump-sum payment to approximately 35,000 employees earning less than \$27,000 a year;
- improved employment security;
- improved benefits in a number of areas, including those related to the dental plan, health insurance, disability insurance, vacation leave, shift premiums, additional daycare facilities and meal allowances.

The Public Service Alliance members left work to engage in picketing on Friday, breaching the agreement with Treasury Board to remain at work for as long as negotiations were taking place. Over the weekend pickets again prevented employees essential to the safety and security of the Canadian public from reporting to work, repeating a pattern initiated by the Alliance earlier this month.

On September 23, the Public Service Staff Relations Board ordered the Alliance to "stop from interfering with, impeding or preventing designated employees from reporting to work". The union was directed to bring the order to the attention of picket line coordinators.

"These disruptions put the safety and security of Canadians at risk," Mr. Loiselle said. "Continued strike

activity could also jeopardize economic recovery. The government must therefore accept its responsibility and legislate an end to the strike."

Bill C-29, the Public Sector Compensation Act, was introduced September 16. It was set aside after second reading when the Alliance agreed to return to the bargaining table and to direct its members to return to work for as long as negotiations continued. On Friday, September 27 the union broke that agreement and called for a resumption of strike action.

The Bill would extend collective agreements for two years. It calls for an immediate return to work and provides fines of up to \$1000 a day for employees who defy the legislation.

The 0 and 3 per cent increase would also apply to:

- the Prime Minister, Cabinet Ministers, Senators, Members of Parliament and employees of Parliament;
- Public Service managers and all other Public Service employees;
- members of the Canadian Forces and the Royal Canadian Mounted Police;
- the heads and employees of government bodies non-commercial in nature and not normally self-funded.

Mr. Loiselle will be proposing an amendment to the Bill that would enable the government to go ahead with the \$500 lump-sum payment to indeterminate employees earning less than \$27,000 a year.

"Because of current economic conditions, the government cannot fully recognize with salary increases the contribution that Public Service employees make to this country. We made the best offer that a responsible government can make. A negotiated settlement is not possible, and the government must now proceed with legislation to restore vital public services," Mr. Loiselle said.

For more information:

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News Release Communiqué



For Immediate Release
November 22, 1991

ESTIMATES (B) FOR 1991-92 TABLED

Treasury Board President Gilles Loiselle today tabled in the House of Commons Supplementary Estimates (B) of \$2.28 billion for the current fiscal year. These Estimates are used to seek parliamentary authority to spend funds already set aside in reserves that are part of the government's spending plans. The funds in these estimates could not be included in the Main Estimates either because program details were not fully developed or because requirements arose after the Main Estimates were published.

This brings total spending for 1991-92 to \$157.3 billion, which is well within the \$159 billion expenditure plan announced by the government last February. The money in these estimates will be used primarily to protect the income of farmers and implement the government's Green Plan and Native Agenda.

Of the amount listed under Agriculture, \$749 million will be paid under the *Farm Income Protection Act*. The funds will be distributed through two new programs designed to provide better protection on prices and gross revenues, and to stabilize the net incomes of individual producers.

In October 1991, the government announced that it would provide \$800 million in assistance to farmers. These estimates include an initial installment of \$400 million. This money will be paid from funds that were provided earlier this year to National Defence for the Gulf War but which are no longer needed. The other \$400 million will be paid next year with revenues generated from an accelerated collection of outstanding taxes.

Estimates (B) include \$127 million to cover various initiatives in several departments as part of the government's Native Agenda, as announced by the Prime Minister on September 25, 1990.

These estimates contain \$102 million to promote sustainable development and environmental improvement as part of this year's \$250 million of the \$3 billion Green Plan. Other spending



proposals under the Green Plan will be submitted to Parliament later this year.

Finally, the estimates include a final \$8 million for the Citizens' Forum on Canada's Future, bringing the Forum's total cost to \$22 million, which is \$5 million less than forecast.

The government today also released an *Expenditure Management Report*. It explains how the supplementary estimates fit into the government's overall spending plan announced last February in the Budget and gives an update on the government's efforts to improve management, including initiatives such as Special Operating Agencies, the application of user fees, operating budgets and cash management.

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Copies of the *Expenditure Management Report* are available from the Treasury Board Secretariat Distribution Centre, 140 O'Connor, (613) 995-2855.

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President's Press Attaché

Gérald Simoneau (613) 957-2424
Treasury Board Secretariat



News Release Communiqué

For immediate release
December 19, 1991

FEDERAL GOVERNMENT RELEASES 1992 REGULATORY PLAN

Treasury Board President Gilles Loiselle today released copies of the 1992 Federal Regulatory Plan. The Plan, issued every December, describes all proposed federal regulations to encourage public participation in their development. These proposals range from consumer protection, health protection, and occupational safety and health, to telecommunications and the environment.

This year, for the first time, the Plan includes a brief progress report on measures included in last year's Plan. This will allow the public to track the status of proposed regulations from year to year.

"The Federal Regulatory Plan is a single, comprehensive source of information on proposed new regulations and changes to old ones," Mr. Loiselle said. "This gives businesses, interest groups and individual Canadians the opportunity to make their views known on regulatory proposals that may be enacted in the coming year."

The 1992 Plan includes more than 700 regulatory initiatives proposed by 37 departments or agencies, as well as 22 federal regulatory programs scheduled for evaluation during the coming year as part of the government's ongoing review of federal regulation. The description of each proposal indicates its scope and anticipated impact and includes the name and telephone number of a person to contact.

"The federal government remains firmly committed to regulatory reform," Mr. Loiselle said. "During the past year, we have strengthened the regulatory reform process, while maintaining openness and responsiveness to the public."

The Federal Regulatory Plan for 1992 is being made available in printed form or on an MS-DOS-compatible 3 1/2" computer diskette from the Treasury Board Distribution Centre (tel. (613) 995-2855 or fax (613) 996-0518). During the year, it will also be available on-line in libraries that have access to the federal government's InfoSource data base.

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(613) 957-2666.



EXAMPLES OF REGULATORY PROPOSALS DRAWN FROM THE
1992 FEDERAL REGULATORY PLAN

These examples of regulatory proposals illustrate the range of issues covered by the 1992 Federal Regulatory Plan.

ISSUE	ACTION	REGULATION
Allergic reaction to food ingredients in packaged foods.	Food-labelling regulations will be reviewed, to improve consumer protection and avoid adverse reactions to food ingredients in packaged items.	Health and Welfare Canada, HWC-55, Food Allergens.
Accidents caused by children setting parked vehicles in motion and other driver errors.	A Safety Standard will require that the transmission of cars, vans and trucks be in Park and trucks be in Park before the ignition key can be removed.	Transport Canada, TC-97, Motor Vehicle Safety Regulations, Standards 102 and 114.
Road accidents caused by poor lighting, inadequate signs.	More visible lights, turn signals will be required on many types of vehicles.	Transport Canada, TC-90, Motor Vehicles Safety Regulations, Standard 108, Lighting Equipment.
Outdated regulations hamper interprovincial and international marketing of hay.	Regulations will be revised to include a hay certification system.	Agriculture Canada, AGR-14, Hay and Straw Inspection Regulations - Revision.

Inconvenience to the public because of interference with radio signals caused by home video recording devices.

Regulations will be expanded so that manufacturers and distributors of video recording devices will have to ensure that their equipment minimizes radio interference.

Need to protect the remaining beluga whales in the St. Lawrence.

Hunting prohibition will be expanded to include all tidal waters south of the 52nd parallel.

Department of Communications, COM-4, Video Recording Devices Regulations.

Fisheries and Oceans Canada, F&O-31, Protection of the St. Lawrence Beluga Population.

Need to protect the marine environment through strengthened controls on ocean dumping.

Regulations will be revised in two phases: first, updating of application fees and forms; second, improving the way in which applications for dumping at sea are assessed.

Environment Canada, EC 2, Ocean Dumping Regulations.



News Release Communiqué

For Immediate Release
January 2, 1992

THE GOVERNMENT ADOPTS FINAL REGULATIONS ON OFFICIAL LANGUAGES

Treasury Board President Gilles Loiselle today announced that the government had made final regulations on the delivery of federal services to the public in both official languages. The regulations are generally the same as those proposed last March.

"For the most part, the regulations confirm existing services", Mr. Loiselle said. "They define the responsibilities of federal institutions with respect to serving the public in both official languages."

The regulations define significant demand for services in English and in French in federal institutions. They include a number of general rules based on size and proportion of the linguistic minority in the region being served. Other rules apply to special services, such as those provided at border stations, for which the statistical information on the local population is of secondary importance.

Given the nature of their services, some federal offices are required to offer services in both official languages. These services include those offered in our national parks, embassies and consulates, as well as all signage related to the safety and security of the public.

The regulations also cover the services to be offered to the travelling public by concessionaires in certain airports, train stations and other facilities under federal jurisdiction that are used by the travelling public.

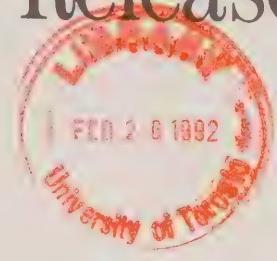
Draft regulations were tabled in the House of Commons November 8, 1990, for consultation, and the proposed regulations were tabled in part I of The Canada Gazette on March 23, 1991. The final regulations were published today in part II of The Canada Gazette. Most of the provisions will take effect on December 16, 1992.

- 30 -

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News Release Communiqué



For immediate release
February 19, 1992

Loiselle releases information on employment equity

Treasury Board President Gilles Loiselle today released information on federal government progress in employing women, Aboriginal people, members of visible minority groups and persons with disabilities.

Progress by women in management is of particular note. By the end of 1990, 15.3 per cent of senior managers in government were women, compared to 10.6 per cent in 1987, a 45-per-cent increase over the three-year period. This trend is continuing. By September 30, 1991, the proportion of women senior managers had risen to 15.8 per cent. Women represented 23 per cent of those appointed to senior management jobs during 1990.

Members of designated groups are moving up within the ranks of the Public Service. During 1991, women, members of visible minority groups and Aboriginal people received promotions at a higher rate than their percentage of representation and persons with disabilities received promotions in proportion to their numbers in the Public Service.

Over the past four years, Public Service representation of all groups has increased steadily:

- women, from 42.4 per cent in 1987 to 44.9 per cent in 1991;
- Aboriginal people, from 1.8 per cent in 1987 to 2.0 per cent in 1991;
- persons with disabilities, from 2.6 in 1987 to 3.0 per cent in 1991; and
- members of visible minority groups, from 2.7 per cent in 1987 to 3.6 per cent in 1991.

Figures for Aboriginal people, persons with disabilities and members of visible minority groups are based on self-identification.

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In keeping with Public Service 2000, the government's initiative to modernize the Public Service and make it more responsive to Canadians, the government is putting greater emphasis on the overall career development of group members. Departments are looking closely at promotions of group members, as well as at how successful they are in attracting and retaining members of the four groups. "It is important to create a Public Service that will be more reflective of the population it serves," Mr. Loiselle said.

Other steps that the government is taking to speed progress on employment equity include government-wide strategies to improve the economic integration of people with disabilities and on the work force participation of Aboriginal people.

This information is drawn from the Treasury Board Secretariat background paper, "Employment Equity in the Public Service of Canada from 1986 to the Present." This document, along with reports on 1990 employment equity data in the Public Service, will be presented this evening to the Special Parliamentary Committee on the Review of the Employment Equity Act.

- 30 -

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The telecommunications device for the deaf (TDD) number is:
(613) 957-9090.



News Release Communiqué

For Immediate Release
February 27, 1992

1992-93 MAIN ESTIMATES CURB FEDERAL SPENDING

Treasury Board President Gilles Loiselle today tabled the 1992-93 Main Estimates, which provide details on the government's plan to control spending and improve the management of the Public Service.

Expenditure control initiatives are expected to save in excess of \$1 billion in 1992-93 and \$7.3 billion over the next five years.

"These Estimates reflect the government's continuing move towards achieving more efficiency, reducing costs and striking a proper balance between Canadians' demand for federal services and their ability, as taxpayers, to pay for those services," Mr. Loiselle said.

Spending on defence is being cut back, the pace of growth for social housing is being limited to 3 per cent, and some of the spending under the Green Plan will be delayed for two years. The government will also increase its efforts to collect unpaid debts, and reduce grants and contributions by \$170 million in 1992-93. Forty-six agencies will either be abolished, consolidated or privatized.

Non-wage operating budgets will be reduced by 3 per cent, generating \$150 million in 1992-93 and \$800 million over the next five years. The purchasing power of operating and maintenance budgets for programs in place has gone down by about 30 per cent since 1985.

Other initiatives designed to help keep costs down include disposing of assets that are no longer needed and increasing the application of user fees -- especially in the field of communications.

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Public Service 2000 -- a renewal exercise that began in 1990 -- is being pursued: Special Operating Agencies are being set up that can operate much like private-sector businesses; operating budgets, which help managers distribute available funds in the most efficient way, will be implemented throughout departments and agencies by April 1993; and activities continue to be privatized to lower costs, increase efficiency or improve service.

"Our goal is to restrain spending and continue our attack on the deficit so that we can improve Canada's economic performance and the well-being of Canadians," Mr. Loiselle said. "We are also committed to providing the public with first-rate services. By placing more of the resources where employees serve the public directly, we can reduce overhead costs and still offer Canadians the best services possible within available resources."

For More Information:

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Treasury Board
of Canada

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du Canada

News Release Communiqué



For immediate release
May 12, 1992

LOISELLE SETS OUT FRAMEWORK FOR FUNDAMENTAL REVIEW OF FEDERAL REGULATIONS

OTTAWA -- Treasury Board President Gilles Loiselle today met with members of the Standing Committee on Finance and asked them to determine how the Canadian regulatory process can become more effective and enhance national competitiveness.

The Standing Committee is expected to complete its work by September 30, 1992.

As Minister responsible for regulatory affairs, Mr. Loiselle asked the Committee to look at, among other issues:

- how Canadian regulations compare with those of our trading partners;
- the overall impact of regulations on competitiveness;
- specific instances where regulations are hindering Canadian business internationally; and
- areas where greater collaboration among levels of government would reduce the regulatory burden on the public.

Mr. Loiselle said: "First, we must ask at what point the regulatory straw breaks the back of Canadian competitiveness. Second, do some regulations cost too much to implement? If so, and we cannot find smarter ways to regulate, then the money will not be there for some of the other things we need to do."

The Finance Committee review was announced in the February Budget. As well, departments are each reviewing the federal regulations now on the books. Public consultation will be a key part of both reviews.

Mr. Loiselle stressed that none of the reviews will be allowed to compromise the government's commitments to safety and health and to the environment.

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"Departments are reviewing regulations," Mr. Loiselle said, "to make sure they do what they are supposed to do, do not cost more than they are worth, and help Canada's international competitiveness."

- 30 -

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News Release Communiqué

For immediate release
May 14, 1992

LOISELLE TABLES FINAL REPORT OF THE ROYAL COMMISSION ON THE FUTURE OF THE TORONTO WATERFRONT

OTTAWA -- Treasury Board President Gilles Loiselle today tabled in the House of Commons the final report of the Royal Commission on the Future of the Toronto Waterfront headed by the Honourable David Crombie.

"I would like to thank David Crombie for the excellence of the Royal Commission's work on the complex issues affecting the Greater Toronto waterfront," Mr. Loiselle said. "The Commission has consulted with the public at every stage and has worked with all levels of government to understand and unravel complicated jurisdictional issues and get results."

The federal government endorses the Royal Commission's nine principles for regenerating the waterfront: clean, green, usable, diverse, open, accessible, connected, affordable and attractive. The Commission's strategies for implementing the recommendations set out in its report, entitled Regeneration, will be extremely helpful in coordinating future efforts.

The government has already acted on many of the Commission's early recommendations on its federal mandate, specifically, reorganizing Harbourfront, the review of the Toronto Harbour Commissioners' mandate and the Toronto Island Airport. These initiatives have resulted in the return of park land along the waterfront to the people of Toronto.

Speaking in Toronto, the Honourable Pauline Browes, Minister of State (Environment) said: "The federal government supports the Commission's emphasis on the need for a comprehensive, ecosystem approach to solving the region's complex environmental problems, consistent with the goals of the Green Plan, as well as on the partnerships that would enable governments to tackle them effectively."

"Among the many innovative suggestions to increase public access to the waterfront," Mr. Loiselle said, "is the proposed greenway that would allow walkers or cyclists to follow the shore of Lake Ontario all through the Toronto area. As landholders on the waterfront, federal departments are prepared to work closely with the Province of Ontario and municipalities to give the public right of way across our lands."



"We will look closely at all the recommendations falling within the federal government's jurisdiction," Mr. Loiselle said, "and will continue to cooperate with the Government of Ontario, to which most of the 83 recommendations in this final report are addressed."

In March 1988, the Prime Minister established the Royal Commission to make recommendations on the future of federal lands on the Toronto waterfront. In 1989, the Ontario government asked Mr. Crombie to examine matters affecting the waterfront from Burlington to Newcastle and the Greater Toronto-area watershed.

- 30 -

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News Release Communiqué



For immediate release
August 31, 1992

TREASURY BOARD PRESIDENT ANNOUNCES PILOT POLICY ON TELEWORK

Treasury Board President Gilles Loiselle today announced the beginning of a three-year pilot policy for federal Public Service employees on **telework** -- also known as work at home.

The telework policy, developed after two years of study and consultation with the unions and other interested groups, and endorsed by the Public Services's Human Resources Development Council, becomes one of a number of more flexible work arrangement tools designed to meet employee needs and provide good service to Canadians.

"Telework is on the leading edge of human resource programs," Mr. Loiselle said. "It can improve many aspects of life for Canadians. It can be good for family life, reduce environmental damage, and encourage energy conservation."

Telework is suitable for many types of work ranging from research to work done with computers. Telework allows some employees to work at a location away from the regular workplace, usually their homes.

The new policy will permit some government employees to make arrangements with their supervisors to telework under certain controlled conditions. For example:

- There must be no loss in productivity. The quality of service to Canadians must be maintained.
- Telework must not cost more than work at the employee's normal work place. Any initial costs must be recouped in a reasonable period.
- Arrangements must not violate provisions of the employees' collective agreements.

The policy will be evaluated after three years,
permitting interested groups to propose changes.

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For further information

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News Release Communiqué

1992 For immediate release
November 24, 1992

SUPPLEMENTARY ESTIMATES ("A") AND ("B") FOR 1992-93 TABLED

Treasury Board President Gilles Loiselle today tabled the federal government's Supplementary Estimates ("A") and ("B") for the 1992-93 fiscal year.

These Supplementary Estimates do not constitute additional spending. Rather, they seek the authority of Parliament to spend funds that were budgeted for in February and, at the time of tabling the 1992-93 Main Estimates, were set aside in Reserves.

Supplementary Estimates also provide Parliament with information about significant changes in spending requirements for which Parliament has already given its approval in separate statutes.

Items in these Supplementary Estimates could not be included in the 1992-93 Main Estimates because program details were not fully developed, or because the requirements were identified after the Main Estimates were tabled on February 27, 1992; however, they were provided for in the Budget of February 26, 1992.

Supplementary Estimates are normally tabled twice each year, in November and March. There is no restriction on the number of Supplementary Estimates that may be tabled, nor on their tabling dates. Supplementary Estimates ("B") contain an item that arose after the Supplementary Estimates ("A") document had been finalized.

These Supplementary Estimates ("A") and ("B") have no effect on the government's overall budgetary cash requirements. The Supplementary Estimates identify \$1.4 billion in voted budgetary expenditure authorities and an additional \$113 million of non-budgetary authorities. These are offset by \$1.5 billion worth of lower forecasted expenditures under statutory authorities.

The major items involving new appropriations in Supplementary Estimates ("A") are:

- \$199 million in Fisheries and Oceans Canada related to assistance to fishermen, notably \$164 million for the two-year northern cod moratorium;

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- \$164 million in Industry, Science and Technology Canada towards economic assistance;
- \$97 million in Revenue Canada - Customs and Excise for initiatives to tighten border controls on importation of goods;
- \$88 million in External Affairs and International Trade Canada related to United Nations peacekeeping operations;
- \$87 million in a number of departments and agencies related to constitutional negotiations and consultations;
- \$72 million in Agriculture Canada related to assistance to farmers; and
- \$45 million in Health and Welfare Canada and Revenue Canada - Taxation related to the introduction of the new Child Tax Benefit.

The major statutory adjustments include:

- \$721 million in reduced expenditures as a result of the repeal of the Family Allowance Act;
- a \$700 million reduction related to the implementation of legislation concerning the manner in which the government contributes to the various pension plans of employees of the Public Service, the Canadian Forces and the Royal Canadian Mounted Police; and
- a \$195 million reduction in the forecast costs of the Old Age Security Program.

In addition to the above expenditures, which are charges or credits to the government's expenditure framework, there are \$210 million in debt forgiveness to foreign countries and to a Crown corporation.

Non-budgetary spending of \$113 million is related primarily to the government's increased investment in the Lloydminster Heavy Oil Upgrader.

Supplementary Estimates ("B") seeks parliamentary authority for \$25 million so the Canada Ports Corporation may increase its equity holdings in Ridley Terminals, Inc. in British Columbia. It also requests authority to renew a previous loan guarantee, originally granted in 1984.



News Release Communiqué

For immediate release
December 2, 1992

LOISELLE ISSUES DETAILS ON CUTS TO FEDERAL GOVERNMENT OPERATIONS

"The federal government will introduce legislation in the next several days to freeze the wages of 390,000 federal public sector employees, as well as Cabinet ministers, MPs and Senators, among others, at current levels for two years. Reductions in the operating costs of federal programs will cut \$800 million from the federal payroll and eliminate 3,000 to 4,000 Public Service jobs, mostly through attrition," said Treasury Board President Gilles Loiselle today.

Mr. Loiselle made this announcement while releasing the following details of the Public Service-related spending cuts that were announced in the Economic and Fiscal Statement.

Fiscal requirement for limiting wages

Program expenditures other than those for unemployment insurance and transfers to the provinces have remained well within planned levels. However, the revenues available to the government have declined relative to the projections in the 1992 Budget, by about six per cent in 1992-93 and seven per cent in 1993-94.

The Economic Statement calls for reductions in the operating costs of government from the levels announced in the last Budget by \$1 billion in 1993-94 and \$1.4 billion in 1994-95. This requires, on average, a reduction of about five per cent of the operating costs of government below planned levels, that is, about 4.3 per cent in 1993-94 and 5.5 per cent in 1994-95.

Approximately two-thirds of operating budgets are devoted to personnel costs. Since operations and maintenance expenditures in most departments have not been increased for inflation since 1985, these non-salary components offer limited scope for further reductions without serious impact on service delivery. This means that in 1993-94 the overall wage bill will have to be brought down from planned levels by approximately \$800 million.

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Employment impact of the limitation on wages

The required reduction from planned levels in the total wage bill is just over \$800 million, about \$500 million of which will come from the departments and agencies of the Public Service for which Treasury Board is the employer.

The savings from the wage freeze on these employees will look after all but about \$190 million, which must be found from reductions in employment levels of 3,000 to 4,000. We believe that most of this can be achieved through attrition.

Legislation to freeze wages

Legislation would affect some 390,000 persons in total, including all Cabinet ministers, MPs, Senators and their staffs, employees of the House of Commons, Senate and Library of Parliament, employees of the Public Service, Order-in-Council appointees and members of the Canadian Forces and the RCMP.

Employees of Crown corporations that are dependent on appropriations and that are not in competition with the private sector, such as the museums corporations, will have their wages frozen. Crown corporations that are dependent on appropriations but are in competition with the private sector, such as VIA Rail, will be funded as if their wages were frozen.

All other Crown corporations are being asked to keep their wage settlements in line with the wage policy.

"The government recognizes that in freezing salaries it is asking its employees to take a reduction in their real purchasing power. This is a severe reduction in living standards to ask of our employees," Mr. Loiselle said. "The government recognizes this, and asks Canadians in turn to recognize the contribution Public Service employees are making to help get the country's public finances in order."

The government hopes that, at the end of the period of extreme fiscal stringency covered by the proposed legislation, collective bargaining could resume in a normal way.

In the meantime, consultations can continue through the National Joint Council on non-compensation issues during the period of the wage freeze. As well, Mr. Loiselle has established a joint committee to undertake a full review of the management of Public Service pensions.

Implications for service to the public

Reductions of five per cent in planned operating costs of government will inevitably have an impact on the level of service that the government can provide to Canadians from their tax dollars. In the short run, it will simply not be possible to "do more with less".

"Departments are being asked to find, as much as possible, the cost reductions through streamlining of internal administrative processes and to maintain essential services, particularly those pertaining directly to the health and safety of Canadians," Mr. Loiselle said. However, many departments will have to reduce levels of service in areas that are important, but not absolutely essential.

Some rationalization of the delivery systems will be required, and this may involve consolidation of offices and alternative forms of delivery such as greater use of telephone service and new forms of automation.

"I am confident that we can achieve the changes in government operations required to meet these spending reductions. As President of the Treasury Board I have seen on a daily basis the innovative ways that employees have met the challenges of restraint," Mr. Loiselle concluded. "I am certain that we can continue to pursue new ways to deliver programs and enable the Public Service of Canada to remain a vital national institution."

Note to editors

For further information, please contact Denis Boucher,
Press Secretary to Mr. Loiselle, (613) 957-2666.

Mr. Loiselle is expected to address these matters more fully in House of Commons debate at around 8:00 p.m. this evening.

Telecommunications device for the hearing impaired (TDD):
(613) 957-9090



News Release Communiqué

For immediate release
December 9, 1992

CROWN CORPORATIONS ANNUAL REPORT TABLED BY LOISELLE

Government privatization and divestiture initiatives continue to shrink the federal payroll. There were 86,000 (42 per cent) fewer employees working for federal Crown corporations last year than there were eight years ago. Privatizations accounted for 60 per cent of this decline, while more efficient operations accounted for the other 40 per cent.

These facts and others are contained in the federal government's Annual Report to Parliament on Crown Corporations and Other Corporate Interests of Canada, which was tabled in Parliament today by Treasury Board President Gilles Loiselle.

Mr. Loiselle said: "Crown corporations play an important role in strengthening the social, cultural and economic fabric of our nation. Sound fiscal management is at the heart of this government's economic strategy and Crown corporations have actively responded to this challenge. I am pleased to report that Crown corporations continued to make significant progress in 1991-92 with productivity gains, expenditure reductions, increased returns to the shareholder (Canadian taxpayers), rationalization of operations and privatization."

Crown corporations returned \$224 million in dividends and other contributions to the federal treasury in 1991-92, seven per cent more than the previous year. In addition, the indebtedness of Crown corporations to the Government of Canada decreased by \$1.9 billion over the past six years to stand at \$14.1 billion in 1991-92.

Payments to Crown corporations by the Government of Canada rose 16 per cent last year, largely as a result of payments of \$784 million to the Canadian Wheat Board, which resulted from lower than expected export prices of wheat and barley received by Canadian farmers.

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"Despite challenging economic conditions, more limited resources and increasing demands, Crown corporations continue their commitment to provide Canadians with the best services possible in a cost-effective manner. Through the commitment of their directors, managers and employees, Crown corporations will continue to respond to the needs and wishes of Canadians, and to make a significant contribution to Canada's economic, social and cultural well-being in the years ahead," Mr. Loiselle concluded.

The Annual Report to Parliament is the principal means by which the government reports to Canadians on the management of the federal corporate portfolio. In the past, the annual report constituted Volume III of the Public Accounts of Canada. This year, the annual report is being tabled for the first time as a stand-alone document to better meet the requirements of the Financial Administration Act.

The 1991-92 annual report, entitled The President of the Treasury Board's Annual Report to Parliament on Crown Corporations and Other Corporate Interests of Canada, can be purchased from the Canada Communication Group and associated bookstores, and other booksellers, in either English or French, at a cost of \$20.75 plus GST.

For further information

Denis Boucher, Press Secretary to Mr. Loiselle
(613) 957-2666

News Release Communiqué

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For immediate release
February 25, 1993

1993-94 FEDERAL SPENDING PLANS FULFIL DECEMBER ECONOMIC STATEMENT

Treasury Board President Gilles Loiselle today tabled the federal government's 1993-94 Main Estimates in Parliament. The documents contain details on how the federal government plans to implement the measures set out in Finance Minister Don Mazankowski's December 2, 1992, Economic and Fiscal Statement.

Mr. Loiselle said: "The purpose of the Economic and Fiscal Statement was to stimulate growth and employment, rebuild the confidence of Canadians and help them adjust to the new economic realities. At the same time, it sought to contain the deficit."

The reductions announced on December 2 and detailed in the 1993-94 Main Estimates continue the pattern of restraint undertaken by the government since 1984.

The Main Estimates show that total federal spending will increase by only 1.5 per cent in 1993-94, one of the lowest rates of growth in over 30 years.

The Estimates do not identify funds for a limited number of priority programs, such as the AIDS strategy, whose funding is scheduled to end this fiscal year. These programs will be going shortly to Cabinet for renewal. Details will be announced by responsible ministers when final decisions are made.

Expenditure savings include a three-per-cent reduction in operating budgets, a two-year wage freeze for federal employees and a 10-per-cent cut on average to federal grants and contributions to organizations and businesses.

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A number of priority areas have been exempted from spending cuts. These include safety and health, famine relief, the pensions of seniors and veterans, programs for training and for people with disabilities, as well as major transfers to provinces for programs such as health, education and equalization.

Net savings amount to \$2.2 billion after accounting for investments in infrastructure, such as for highway construction, training and small businesses.

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For further information

Denis Boucher, Press Secretary to Mr. Loiselle, (613) 957-2666

Note to editors

Table attached. A copy of Mr. Loiselle's speech in the House of Commons today is also attached or available from:

Treasury Board Distribution Centre
(613) 995-2855

EXPENDITURE MEASURES ANNOUNCED IN THE
DECEMBER 2, 1992 ECONOMIC AND FISCAL STATEMENT
1993-94
(\$ Millions)

A. Spending Reductions

Reductions in Operating Budgets		
Non-Defence - including wage freeze	650	
Defence - including wage freeze	<u>361</u>	(1,011)
Other Reductions		
Unemployment Insurance Benefits	850	
International Assistance	261	
Regional Subsidies	103	
Green Plan	43	
Other Grants and Contributions	419	
Reserves	<u>100</u>	(1,776)
TOTAL Reductions		(2,787)

B. Investing in Growth

Infrastructure	225	
Sectorial Training Initiatives	30	
Developmental Uses Plan	<u>300</u>	
TOTAL Investment		<u>555</u>

C. Net Reduction in Program Spending 2,232

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News Release Communiqué

For immediate release
March 9, 1993

SUPPLEMENTARY ESTIMATES (C), 1992-93, TABLED

Treasury Board President Gilles Loiselle today tabled in the House of Commons the federal government's Supplementary Estimates (C), 1992-93.

These are the last regular Supplementary Estimates for the current fiscal year (1992-93) that ends on March 31, 1993.

These Supplementary Estimates are within the limits for planned federal spending for the current fiscal year as set out in Finance Minister Don Mazankowski's December 2, 1992, Economic and Fiscal Statement.

Supplementary Estimates do not constitute additional spending. Rather, they seek the authority of Parliament to spend funds that were originally set aside in reserves. These reserves formed part of the government's annual spending plans that were announced when the 1992-93 Main Estimates were tabled on February 27, 1992. Supplementary Estimates also provide information to Parliament about significant changes in statutory spending requirements for which parliamentary approval already exists.

Items in these Supplementary Estimates could not be included in the 1992-93 Main Estimates because program details were not fully developed, or because the requirements were identified after the Main Estimates were tabled on February 27, 1992.

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Supplementary Estimates (C), 1992-93, seek the authority of Parliament for \$255 million of budgetary expenditures and \$27 million for non-budgetary expenditures. The Supplementary Estimates also contain -- for information purposes only -- a net increase of \$1.72 billion of budgetary and non-budgetary changes to statutory programs.

The major items involving new appropriations in Supplementary Estimates (C) are:

- \$68 million in Transport Canada to offset revenue shortfalls due to the impact on the airline industry of the slower-than-expected economic recovery;
- \$65 million in External Affairs and International Trade Canada related to Canada's activities abroad including the effects of changes in the value of the Canadian dollar, support for the United Nations peacekeeping efforts and humanitarian assistance for Central and Eastern Europe and the former Soviet Union; and
- \$25 million of non-budgetary funding in Energy, Mines and Resources Canada representing Canada's initial investment in the Hibernia project.

The major statutory adjustments within Supplementary Estimates (C), 1992-93, include:

- a net increase in transfer payments to the provinces of \$2.2 billion in support of their health, post-secondary education and social assistance services, as a result of changes to data in the formulas in the relevant legislation; and
- a decrease of \$700 million in public debt charges, due mainly to more favourable interest rates.

For further information

Craig Lee, Treasury Board Communications and Coordination Directorate, (613) 957-2428

News Release Communiqué

For immediate release
April 28, 1993

LOISELLE ANNOUNCES BETTER REGULATION



OTTAWA -- Treasury Board President Gilles Loiselle today expanded on the Budget statements on regulatory reform, announcing a two-pronged approach to better regulation in Canada.

First, a series of initiatives will make it possible to update regulations quickly so the right solutions can be found faster. This will make regulations more responsive to the needs of Canadians.

"Regulations should not add unnecessarily to the cost of doing business," Mr. Loiselle said. "It should not take three years to change the rules so that a natural gas-powered automobile developed in Canada can be sold in this country."

Increased responsiveness will benefit all Canadians. "It should not take six months to change a regulation so a manufacturer can use a stronger, safer door on school buses," the President said.

Second, about one in four regulations now on the books will be eliminated and many more will be amended. "We do not need to regulate the size of the containers used for toothpaste, deodorants and shampoo. We are zeroing in on areas where we can save money for the taxpayers and reduce the burden on industry. And we can do this while maintaining essential protection for Canadians," Mr. Loiselle said.

The government will also act to ensure that federal and provincial regulations do not contradict or duplicate one another. Federal regulations, for example, require certain construction materials to be used in meat packing plants. But provincial regulations sometimes specify different construction materials. "Surely, Canadians have the right to expect their governments to get their act together on regulations," Mr. Loiselle said.

Mr. Loiselle made the announcement in response to the January 15, 1993 report of the parliamentary Sub-Committee on Regulations and Competitiveness, chaired by René Soetens, M.P. The Sub-Committee examined the relationship between regulation and the international competitiveness of Canadian industry.

- 2 -

A status report on the regulatory reviews by a number of individual departments and agencies is attached. The government's response to the Sub-Committee, "Responsive Regulation in Canada," and a highlights brochure are available from the Treasury Board, Regulatory Affairs at (613) 941-0757.

- 30 -

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REGULATORY REVIEWS -- APRIL 1993 STATUS REPORT

This summary outlines the latest achievements in the Regulatory Review by departments and agencies.

The intent of the review, launched in the 1992 Budget, was to seek new ways of regulating that would promote Canada's competitiveness without sacrificing the health, safety and sustainable development objectives that are important to Canadians.

Of the three departments that started the Review last year, Agriculture Canada and Consumer and Corporate Affairs Canada (CCAC) are implementing the results announced in the December 1992 Economic Statement.

A third -- Transport Canada -- has completed over 90 per cent of its review of air, sea, road and rail regulations and is beginning to implement its findings. In the area of safe transportation of dangerous goods, for instance, Transport is cutting the red tape that discourages innovation in safe handling of goods.

IMPLEMENTATION

Agriculture Canada's results are directed at improving the competitiveness of the agri-food sector, improving service to industry and the public, and providing direction on the role of the federal government in food safety, disease control and quality assurance. Its action plan, released last November, is now being acted on. Some examples:

- government-industry committees are working together to rewrite regulations;
- networks are being established with the provinces to ensure that there is no duplication of regulations at the federal and provincial levels and to reduce the regulatory burden caused by the duplication of government inspection;
- a permanent Advisory Panel -- made up of consumer, producer and industry representatives -- is being established to oversee the

department's regulatory plans and policies, and to ensure progress on the results of the regulatory review.

Consumer and Corporate Affairs Canada reviewed 57 sets of regulations. The majority are being either deleted or changed.

- The department will no longer regulate container sizes for 14 products, including toothpaste, shampoo and detergent. Consumers are expected to benefit from increased product choice and lower prices.
- CCAC will now have a stronger internal "challenge" function to ensure that regulations are put in place only when there is no appropriate alternative.

PRELIMINARY FINDINGS

Reviews in 23 other departments and agencies are well advanced. Here are some examples of initial results:

- Communications Canada is significantly reducing the number of its regulations governing radiocommunications, rules that have a broad impact on the communication needs of Canadians. This streamlining will ensure quick responsiveness to technological change and smarter, faster ways of enforcing regulations.
- At Fisheries and Oceans, reforms to fisheries management such as

the proposed establishment of Atlantic and Pacific licensing boards will promote greater shared responsibility between the government and the fishing industry.

Fisheries and Oceans has also consolidated 17 sets of regulations into four and amended seven others, with a resulting cut of 35 per cent in the volume of these regulations.

- Under the direction of an external review panel, Energy, Mines and Resources, and the National Energy and Atomic Energy Control Boards are assessing their regulations to reduce their impact on competitiveness while continuing to achieve their safety, environment and health benefits.

Health and Welfare Canada's goal is to seek the most cost-effective approach possible to protecting the health of Canadians. The department is consulting interested Canadians on options such as greater use of standards -- including internationally recognized standards for quality management -- rather than regulations; more efficient ways of reviewing food additives; and restructuring and simplifying regulations to make them more user-friendly.

- Of a total of 31 Canada Labour Code regulations, Labour Canada is rescinding seven and revising 13. The objective is to decrease

paperburden and promote business efficiency.

- At Revenue Canada, 34 excise regulations will be changed to lessen restrictions on Canadian businesses. Income Tax Act regulations are also being modified to reduce reporting requirements.

Revenue Canada is reviewing the Customs Act and regulations in consultation with Canadian business and other stakeholders. The new statutory framework will be driven by a way of doing business that supports trade liberalization and the competitiveness of Canadian business. The review will focus on reducing costs to business and government alike, and ensuring compatibility with current and emerging business practices, fair and equitable enforcement, and the protection of Canadian society.



News Release Communiqué

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For immediate release
May 12, 1993

LOISELLE ANNOUNCES PENSION STUDY

Treasury Board President Gilles Loiselle announced today that a technical study will be carried out on the overall remuneration of Members of Parliament and Senators.

He said in letters to Opposition Leader Jean Chretien, New Democratic Leader Audrey McLaughlin, Senator Lowell Murray, Leader of the Government in the Senate, and Senator Royce Frith, Leader of the Opposition in the Senate, that the fact-gathering study by independent consultants is a first step in a review of compensation received by MPs and Senators.

"It would be my intention to make the results of the study public and to use them as the basis for informed discussion among all those who have views on the compensation package for federal MPs," Mr. Loiselle said in his letter.

"Those discussions, in turn, should lead to a consensus on the appropriate actions for Parliament to take to ensure that the compensation package is acceptable to taxpayers and Members of the House of Commons and the Senate and continues to attract qualified individuals to public office."

The consultants will look at pensions, salaries, allowances, and benefits. They will gather information on equivalent jobs in public life in Canada and abroad; report on views by current and former MPs, Senators and the public; and outline options for adjusting the pay and benefits package.

A number of consultants will be asked to bid on the study and the findings will be made public later this year.

Copies of the letters may be obtained on request.

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For further information, please contact:
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News Release Communiqué

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For immediate release
May 25, 1993

FIRST SUPPLEMENTARY ESTIMATES FOR 1993-94 TABLED

Treasury Board President Gilles Loiselle today tabled in the House of Commons the federal government's first Supplementary Estimates for 1993-94. These Supplementary Estimates total \$414.1 million and are part of the planned federal spending as set out in the Budget of the Minister of Finance on April 26, 1993.

These Supplementary Estimates do not constitute additional spending. They seek the authority of Parliament to spend funds that have been set aside in reserves within the government's overall expenditure plan.

These Supplementary Estimates seek authority to adjust the funding levels of five departments in order to accommodate precise spending requirements that could not be included in the Main Estimates because all the details of the initiatives had not been fully developed at that time. The sum of \$320.1 million is sought for budgetary items and \$94.0 million for a non-budgetary item.

Budgetary items are:

- \$110.4 related to the Tungavik Federation of Nunavut land claim;
- \$108.0 million of contributions payments related to work on the Canadian Patrol Frigate program and the acquisition of de Havilland by Bombardier and the Province of Ontario;
- \$68.4 million related to the National AIDS Strategy, the seniors' strategy "Aging Together," the children's program "Brighter Futures" and the "Best Ever Winter Games"; and
- \$33.3 million for assistance to farmers under the cash flow enhancement program for the 1992 crops.

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of Canada

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du Canada

Canada

Non-budgetary item:

- \$94.0 million representing the 1993-94 cost of Canada's equity interest in the Hibernia project.

When these Supplementary Estimates are approved, Parliament will have authorized total budgetary and non-budgetary expenditures of up to \$161.8 billion.

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For more information:

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News Release Communiqué

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June 1, 1993

NATIONAL PUBLIC SERVICE WEEK

The President of the Treasury Board Gilles Loiselle today invited Canadians to join with him in celebrating National Public Service Week from June 13 to 19, 1993.

"An innovative, competent and dedicated Public Service is key to Canada's economic competitiveness and social well-being," Mr. Loiselle said. "Each day millions of Canadians rely on the services it provides. Federal public servants ensure the food Canadians eat and the drugs they take are safe. Public servants enforce safety standards at Canada's airports, provide security at home and abroad, issue passports and forecast the weather. In recent years, they have had to do this in a climate of increasing fiscal restraint," he added.

The third week in June was designated National Public Service Week on June 4, 1992, when a private member's Bill was given royal assent. The aim of the legislation is to give Canadians an opportunity to recognize the quality services provided by federal Public Service employees and to demonstrate to Public Service employees that the Government of Canada appreciates their contributions to an efficient government operation.

To celebrate the week, the federal government will be presenting its annual Awards of Excellence and Employment Equity Awards on June 15. On June 16 and 17, the Canadian Centre for Management Development is hosting 28 workshops on innovative management practices. As well, a number of departments are organizing activities such as departmental award ceremonies, open houses, best practices forums, school visits and shopping centre displays.

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For more information: Jane Panet (613) 957-2391
Attachment: photo-ready copies of the National Public Service Week poster



Government of Canada Gouvernement du Canada

Canada



News Release Communiqué

For immediate release
June 15, 1993

FEDERAL GOVERNMENT EMPLOYEES AND DEPARTMENTS HONOURED

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Treasury Board President Gilles Loiselle today presented 12 Awards of Excellence to public servants who have made exceptional contributions to the federal government. Six awards were presented to individuals, and six to teams of employees.

"The Award of Excellence is one of the highest expressions of official tribute that can be bestowed on a federal government employee," the President said. "It is fitting that they be presented during National Public Service Week, which is dedicated to recognizing excellence in the federal Public Service."

The President also presented Employment Equity Awards to the Department of Indian Affairs and Northern Development for significant progress in the employment of Aboriginal peoples, and to the Department of Energy, Mines and Resources for significant progress in the employment of women.

Awards of Excellence

From Consumer and Corporate Affairs, Lori Margaret Bradley, for a video entitled "Winning Spirit". Ms. Bradley developed, directed and produced the video, which has helped sensitize workers and employers to issues surrounding persons with disabilities in the workplace. Most of the filming and editing were done on volunteer time.

From External Affairs and International Trade Canada, 12 employees who worked in the Canadian Embassy in Port-au-Prince, Haiti, during the 1991 coup d'état: Destin Cadet, Marc Cousineau, Rosalyn Dominique, Bernard Dussault, Nicole Goulet, Eric Graham, Renald Grégoire, Daniel Jean, Eddy Jean-Jacques, Françoise Jean-Louis, Lise Joubarne and Maryline Kernisan. During the six-and-a-half months following the coup, these employees worked and lived in a hostile milieu with no civil liberties, in an atmosphere of repression and violence. They received frequent telephone threats and were in danger from gun shots.

From **Forestry Canada**, Forest Pest Management Institute, Sault Ste. Marie, Keith W. Brown, M. Betty E. Cunningham, John C. Cunningham, Peter Ebling, Karen Jamieson, William J. Kaupp and Victoria L. Mervyn, for developing an environmentally friendly pest control agent that is an alternative to traditional insecticides. This new way of managing severe infestations of the gypsy moth can easily be extended to other forestry, urban and agricultural insect pests.

From **Health and Welfare Canada**, David Mahoney. Mr. Mahoney risked his life to help rescue survivors during an emergency flood at Winisk in northwestern Ontario. Putting himself at risk, he crossed unsafe ice floes and waded through frigid water; he ignored danger to save a man who had fallen through the ice while being rescued by a helicopter.

From **Public Works Canada**, Gail Fergusson and Eldred Weeres, for developing the new, short-form Specific Service Agreement for processing small, tenant service projects in the federal government. The form, which now combines both the invoice and the service agreement between clients and property managers, has streamlined the process and resulted in significant savings in property management and administrative costs. The form was adopted by Public Works Canada nation wide in January 1991.

From **Revenue Canada**, Blake Delgaty, for spearheading the Peace Arch Crossing Entry pilot project. The project increased the efficiency of customs border operations. Canadians participating in the pilot received numerically coded traveller declaration forms. To declare goods imported into Canada, travellers fill out the form and deposit it at the inspection booth. Customs deducts the duties and taxes directly from the traveller's credit card.

From **Revenue Canada**, Bonnie Greer, for reducing the administrative burden for Canadian trust companies. On her own initiative, Ms. Greer developed a new group form which led to a 94 per cent decrease in the tax returns for self-directed RRSPs and RRIFs with no tax owing that were filed annually. This was a large saving for both trust companies and Revenue Canada.

From **Transport Canada**, Roger Deschênes, Jean-Jacques Fortin, Georges Gauthier and Denis Paquet, for saving \$1.3 million. While working on a joint Government of Quebec and Government of Canada airport construction project in northern Quebec, these employees analyzed the capacity of the two existing communications systems, finding the satellite communications system accurate to 99 per cent. The other system was therefore cancelled.

From the Canadian Grain Commission, Jim Stevenson, for numerous suggestions he made to improve the operation of the Commission. One suggestion resulted in capital savings of \$57,000; another, to establish a warehouse facility so that goods and supplies could be procured in bulk for the Grain Inspection Division operation, saved more than \$50,000 annually.

From Employment and Immigration Canada, Sadie Carpenter for a suggestion that two forms be combined and automated through the Automated Earnings Reporting System. Her suggestion has improved procedures and working conditions by greatly reducing the amount of time spent on overpayment cases. To date, the total savings resulting from her suggestion are \$320,557.

From Energy, Mines and Resources Canada, Fred Desabrais, Willie W. Koch, José Sanjuan and Jim Webster for developing a floor-mounted, roll-changing machine in the Metals Engineering Section of the Metals Technology Laboratories at the Canada Centre for Mineral and Energy Technology. Their work has resulted in a 70 percent reduction in labour costs, a 95 percent reduction in injuries, a 95 percent reduction in damage to rolling mill components and a gain in mill operation time.

From Energy, Mines and Resources, a team award to 90 employees from the Canada Centre for Geomatics, one employee from the Office of External Relations and one employee from the Department of Justice, for their work on a \$21.1 million project to modernize the National Geographic Information System of Mexico. The team, which was composed of geomatics experts from the private and public sectors, won the contract over four other countries, generating \$2 million in direct revenue for the Department of Energy, Mines and Resources.

Team members are: Claude Barnabé, Jean Beaudoin, Denis Beaulieu, Daniel Bégin, Brigitte Belzile, Yves Belzil, Alain Benoît, Denis Bergeron, Élise Bergeron, Guy Bergeron, André Bérubé, Richard Bilodeau, Pierre-Yves Boisvert, Pierre Bossé, Roger Bouchard, Yvon Boucher, Denis Boutin, Richard John Brochet, Richard Brochu, Jean Brodeur, Andrew Brown, Claude Charron, Yves Charron, Robert Chauvette, Yves Choquette, Daniel Clavet, Claudette Collin, Nathalie Côté, Denis De Gagné, Nadine Delisle, Réal Desmarais, Diane Drolet, Benoît Dufour, Monique Duquette, Lise Durand, René Gareau, Lise Gauthier, Denis Genest, Michel Gilbert, Céline Girard, Peter Hammond, Johanne Houde, Jean Huot, Normand Jacques, Sylvie Jodouin, André Julien, Isabelle Lachance, Jean-Marc Landry, Dominic Langlois, Diane Lapierre, Sylvain Latour, Marc Lemaire, Jean-Pierre Lemieux, Éric Lussier, Mike Major, Claude Marcoux, François Massé, Lucie Mathieu, François Ménard, Jacinthe L. Ménard, Marlène Ménard, Marie-Claude Morin,

Luc Ouellette, Michel Pageau, Philippe Palmer, Christine Parent, René Pellerin, Michael Peters, Benoît Piché, Daniel Pilon, Michel Pilon, Jean Pinard, Sylvain Plante, Danielle Poirier, Michel Pothier, Yves Robitaille, Yvette Rochon, Danielle Sabourin, Ginette A. Sabourin, Marcel Sabourin, Pierre A. Sabourin, Jacques Samson, Florin Savopol, Claude Séguin, Bruno Simoneau, France St-Laurent, Marc St-Pierre, Céline Tessier, Louise Touchette, Guy Tremblay, Odette Trottier, and Peter Williams.

Employment Equity Awards

Winners of this year's Employment Equity Awards are the Department of Indian Affairs and Northern Development and the Department of Energy, Mines and Resources.

Indian Affairs and Northern Development was recognized for a series of initiatives that resulted in significant progress in the employment of Aboriginal peoples. These initiatives included an interchange program with Aboriginal organizations, the use of the Elders' Lodge to stimulate better understanding of Aboriginal culture and the leadership role played by the department in the Public Service as a whole.

Energy, Mines and Resources was recognized for the establishment of an on-site day-care centre, demonstrating its commitment to helping employees balance work and family life. Also recognized was the progress which has been made in recruiting women into the scientific and professional category. Since 1989, 63 women have joined this category in the department.

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For more information

Office of the President of the Treasury Board - (613) 957-2666

Jane Panet, Treasury Board Secretariat - (613) 957-2391

Telecommunications device for the hearing impaired (TDD):
(613) 957-9090



News Release Communiqué

For immediate release
July 21, 1993

STRICT CONTROLS IMPOSED ON PUBLIC SERVICE HIRING

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Treasury Board President Jim Edwards today announced that the government is imposing temporary controls on hiring into the Public Service in order to give priority to employees displaced by restructuring. The measures go into effect immediately and remain in effect until March 31, 1994.

"The government is undertaking one of the most significant restructuring exercises in the history of this country, one that will bring us smaller and more effective government", Mr. Edwards said. On June 25, the government initiated the restructuring of the Public Service, decreasing the number of departments from 32 to 23.

"Our objective is to proceed in an orderly fashion, and to maintain the wide range of services that we provide to the Canadian public. We must therefore minimize the disruption within the Public Service by protecting, to the greatest extent possible, the interests of our employees," Mr. Edwards added. "The controls on hiring we are imposing today will allow us to do that."

Each year, about 7,000 employees resign or retire from the Public Service. As these jobs become available, the controls will help employees who are displaced by the restructuring find work elsewhere in the Public Service.

External hiring will be permitted to maintain the level of health, safety and security services. Also, employment equity programs and special recruitment initiatives involving about 200 people will continue.

A briefing session has been held for union leaders to explain the details of the controls.

In the Budget last April, the government announced reductions in the cost of operations that will save \$2.4 billion over four years beginning in 1994-95. Restructuring will enable the government to not only meet this target but save another \$600 million over the same period.

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For further information, please contact:
Tom Van Dusen, President's Office, 957-2666





Treasury Board
of Canada

Conseil du Trésor
du Canada

News Release Communiqué

For immediate release
July 22, 1993

POSITION OF CIO CREATED TO HELP STREAMLINE OPERATIONS

The federal government has launched a major initiative to make better use of information technology in streamlining the delivery of services to Canadians and reducing the cost of administration.

A key part of the effort will be the dramatic reduction of the paper burden that now slows the transfer of information.

"My goal is to eliminate paper from the government's internal administrative processes by the end of the decade," Treasury Board President Jim Edwards said. "And along with the paper, I hope I will have eliminated a great deal of red tape."

Mr. Edwards noted that the role of government is evolving and that service delivery systems must be updated to meet the times. "More and more, governments will play the role of thorough, efficient, and trusted sources of information and strategic advice," Mr. Edwards said.

The focal point for driving the changes, which form part of the overall government restructuring process, is the recently-created position of Chief Informatics Officer.

CIO Andy Macdonald will be responsible for developing policy and standards for information management and technology, and related telecommunications activities.

Canadians already benefit from the improved service that is possible through the innovative use of information technology. For example, 128 government Info Centres, providing information on everything from unemployment insurance to Old Age Security, Canada Pension Plan to income tax, have been established across the country.

Canada Business Service Centres have been set up in Halifax, Winnipeg and Edmonton to provide business people with one-stop access to services and information from municipal, provincial and federal governments. More such centres are planned.

"By the year 2,000, it is not unreasonable to expect that Canadians might have access to government information from their home televisions," Mr. Edwards said.

The CIO will lead a corporate-wide approach to information technology development and investment, integrating the internal administrative functions of personnel, finance and materiel management where it saves money.

"We can make real productivity gains by re-engineering time-consuming, bureaucratic administrative processes," Mr. Edwards said. "And the real plus is that better productivity means lower costs to Canadians."

The CIO will also be responsible for improving information technology skills of Public Service employees and building strategic partnerships with the private sector.

Andy Macdonald brings to the job broad policy experience in the areas of finance, personnel and administration. In his previous position as Comptroller General, he was instrumental in launching a major renewal of the government's administrative systems. Mr. Macdonald holds a doctorate in Industrial Engineering from Stanford University.

The duties of the Comptroller General have been assumed by the Secretary of the Treasury Board.

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For More Information

Tom Van Dusen (613) 957-2666
Office of the President of the Treasury Board

Andy Macdonald (613) 957-7070
Chief Informatics Officer, Treasury Board

Media Briefing

A media briefing with the new Chief Informatics Officer, Andy Macdonald, will be held at 2:00 p.m., Thursday, July 22, 1993, at L'Esplanade Laurier, East Tower, 140 O'Connor St., Ottawa, Ontario.



News Release Communiqué

For immediate release

August 11, 1993

TREASURY BOARD ISSUES GUIDELINES FOR GENERATING SAVINGS OF \$3 BILLION

Treasury Board President Jim Edwards today released the guidelines given to all federal departments, agencies and certain Crown corporations for achieving the estimated \$3 billion savings resulting from the April Budget and the restructuring of government.

At least \$750 million of this amount is expected to come from streamlining administration within departments.

The guidelines provided to ministers contain three measures:

- at least one-quarter of cuts to operating budgets are to come from savings on administration;
- Ministers have to prioritize all their activities and programs; and
- departments must submit their plans for restructuring.

"Restructuring and cutting back on overhead are key to a leaner, more accessible and more efficient government," said the Minister.

"Each organization has to prioritize its activities and programs so we can be certain Canadians are getting the best services and programs for their money."

"Organizations throughout government have to reduce costs and find new ways of doing business. Streamlining the operations will make it easier for Canadians to deal with government," the Minister concluded.

This is the first time the government has disclosed the guidelines departments use to develop their Multi-Year Operational Plans. The disclosure is part of a more open approach to expenditure management and is consistent with a more open Budget process. Disclosing these guidelines provides opportunities for the country to consider together the tough economic choices it faces. This will result in better budgets, better understanding and more participation.

Departmental Multi-Year Operational Plans are due at the Treasury Board Secretariat October 1. They will be reviewed and submitted for the approval of the Treasury Board ministers. The plans are used in the preparation of the Budget and the Main Estimates.

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Attached is a letter from Mr. Edwards to his Cabinet colleagues.

For more information:

Daniel Lavoie, Treasury Board Secretariat (613) 957-2428

Note:

A background document is available from Treasury Board Secretariat Distribution Centre (613) 995-2855.

A background briefing with Mel Cappe, Deputy Secretary of the Program Branch and David Good, Assistant Secretary, Expenditure Management Sector of the Program Branch of the Treasury Board Secretariat will be held at 2 p.m. Wednesday, August 11 at 1'Esplanade Laurier, East Tower, 140 O'Connor St., Ottawa, Ontario.

Président
du Conseil du Trésor



President
of the Treasury Board

Letter from Treasury Board President Jim Edwards to his Cabinet colleagues.

August 11, 1993

Dear Colleague:

As you know, at this time each year the Treasury Board ministers request that each minister provide an update of the operational plans for their departments, agencies and appropriation-dependent Crown corporations. This year's review of Multi-Year Operational plans (MYOPs) comes at a critical time.

The Prime Minister announced, on June 25, the restructuring of the federal government "to provide all Canadians with a leaner, more accessible and more efficient government to meet the challenges facing Canada over the balance of the decade and into the 21st century." Savings are estimated to be \$3 billion over the next four years, and Treasury Board ministers have requested that at least one-quarter of these savings be achieved through reductions in administrative overhead. The Implementation Board chaired by the Clerk of the Privy Council will be reviewing restructuring plans for the major departments of government. This year's update of operational plans will implement these plans as well as those for all other organizations.

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In preparing this year's operational plans, I would ask that you give particular attention to reducing costs and finding new ways of doing business. In the past, the Treasury Board addressed resource requests primarily by allocating new money from internal government reserves. These reserves are severely limited. This year the Treasury Board requests that in your operational plans you identify and prioritize all the activities and programs within the organizations for which you are responsible. You should give particular attention to identifying those programs of lowest priority and thereby providing opportunities to reallocate resources to meet critical resource shortfalls.

With this approach, we are taking a different and more open strategy for the development of the operational expenditure plans of government and you should know that I intend to make this letter public.

Preparing this year's Multi-Year Operational plans will be difficult and it will require your active participation. I look forward to your continued support.

Attached, for the use of your French-speaking employees, is the French version of this letter.

Kindest regards,

Jim Edwards

News Release Communiqué



For immediate release
January 21, 1994

TREASURY BOARD PRESIDENT INVITES CANADIANS TO COMMENT ON FEDERAL REGULATIONS

Treasury Board President Art Eggleton is inviting Canadians to play an active role in shaping the regulations the federal government will issue in 1994.

"Interested groups, companies and individuals must have the opportunity to make their views known to departments and agencies before the government makes decisions that concern them," Mr. Eggleton said today.

To find out what regulations the federal government is preparing for 1994, Canadians can consult the Federal Regulatory Plan 1994.

It describes proposed amendments and regulations the government expects to introduce this year.

"The regulatory regime is open and cost-effective, and the government wants Canadians to know that they can play an important role in the regulatory process" Mr. Eggleton said.

Regulations can help improve the quality of life of Canadians by setting standards for things that affect our daily lives. "You should be able to put your child in a car seat knowing it meets certain safety standards. You should know how much fat the ground beef you buy contains," said Mr. Eggleton.

By inviting Canadians to comment on the proposals in the Federal Regulatory Plan, the government hopes to retain the beneficial aspects of regulations while cutting down on any undue costs or administrative burdens these may be placing on businesses and individuals.



For each proposed regulation, the Plan lists the name, address and phone number of a contact person for more information. New elements in this year's Plan include:

- added cost-benefit information on many regulations,
- a section on future initiatives,
- more details on the potential effects of proposed regulations or amendments, and
- for each regulation, an indication of the cost.

Several regulations in the new Plan reflect concerns raised by the Standing Committee on Finance in its January 1993 report, Regulation and Competitiveness. That report identified ways to reduce the regulatory burden on Canada's economy, and the 1994 Plan shows that a number of regulations have been streamlined. In some instances, a single new regulation replaces several old ones.

The Federal Regulatory Plan 1994 can be purchased in print form or on 3 1/2" diskette (WordPerfect 5.0) from Globe Information Services at 1-800-268-9128. It can also be consulted at major libraries across the country, or through Info Source.

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For information, contact

Daniel Lavoie
Treasury Board Secretariat

(613) 957-2428

These examples of regulatory proposals illustrate the range of issues covered by the Federal Regulatory Plan 1994.

ISSUES	ACTION	REGULATION	CLASSIFICATION
Allergic reaction to ingredients in packaged foods.	Review food-labelling regulations to improve protection and avoid adverse reactions to ingredients in packaged foods.	Health Canada HC-33 Food allergens - Proposed changes to labelling regulations to minimize adverse reactions.	Intermediate cost
Accidents caused by children setting parked vehicles in motion and by other driver errors.	A safety standard will require that the automatic transmission of cars, vans and trucks be in Park before the ignition key can be removed, and be locked in Park upon key removal.	Transport Canada TC-88 Motor Vehicle Safety Regulations, Standards 102, 114 and 118: Transmission shift control sequence, locking systems and power-operated window systems.	Low cost
Road accidents caused by poor driver perception	New mandatory equipment will include side turn signals and reflective tape on trailers, centre stop lamps, center stop lights on light trucks and van and stop warning signs on school buses.	Transport Canada TC-84 Motor Vehicle Safety Regulations, Standard 108: Lighting equipment.	Major initiative
Lost traps continue to catch crabs for many years	Make it mandatory for fishers to use traps that open after a specified period of time.	Fisheries and Oceans DFO-3 Atlantic Fishery Regulations, 1985 - Biodegradable mechanisms on snow crab traps.	Low cost
Health hazards such as skin burns, retinal burns, visual receptor damage and corneal burns associated with laser equipment.	Establish standards of design, construction and function, as well as labelling requirements, for laser equipment.	Health Canada HC-63 Standard for laser equipment.	Intermediate cost

News Release Communiqué

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For immediate release
February 22, 1994

EGGLETON SAYS WAGE FREEZE WILL SAVE JOBS

The Budget measure to freeze Public Service pay at current levels for up to two more years will yield savings in operating costs of close to \$1 billion in 1996-97 and preserve jobs, said Treasury Board President Art Eggleton today.

Mr. Eggleton said that along with savings of \$940 million in 1996-97, the freeze will save \$50 million in 1994-95 and \$510 million in 1995-96 -- a total of \$1.5 billion over the three-year period.

The government had to control operating expenses as part of the drive to deal with the federal deficit, the Minister said. Salaries account for a major portion of operating costs.

"The deficit is everybody's problem, so the Public Service has to be part of the solution," he said.

"The government wrestled with various ways of curtailing operating costs. Freezing salaries will allow us to contain costs without jeopardizing jobs."

The government remains committed to a high level of employment security for federal Public Service employees, ensuring no employee will be laid off without first getting a reasonable job offer, Mr. Eggleton said. Surplus employees must be ready to move or be retrained if necessary.

Salaries will be held at existing levels for all Public Service employees for up to two years beyond the current wage restraint legislation. The current freeze was due to end in 1995. It will now be extended to 1997.

Annual salary increases normally given to employees who are not at the maximum of their salary range will also be frozen.

The government will initiate a review of its operations to generate efficiency savings and to reduce overlap and duplication, including reducing or eliminating programs that are no longer a priority. Unions will be consulted at the national and departmental levels and asked to contribute to the review effort. Any efficiency savings beyond those needed to meet the reduced departmental budget targets will be used to shorten the wage restraint period. In addition, some savings from program restructuring could be used for the same purpose.

Mr. Eggleton also said that because of the greater impact of Budget measures on National Defence employees, a departure incentives program will be introduced for that department.

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For more information, contact

Nicole Bourget
President's Press Secretary

(613) 957-2666

BACKGROUNDER

THE FEDERAL BUDGET AND THE PUBLIC SERVICE

The Budget extends for up to two years the federal salary freeze for more than 381,000 people ranging from the Prime Minister to Public Service employees. Here is additional information on this and on related Public Service issues:

1. SALARIES

- The freeze applies to the Governor General, the Lieutenant Governors, the Prime Minister, Cabinet ministers, members of Parliament, Senators, the federal judiciary, Public Service employees, and employees of non-commercial Crown corporations. Crown corporations depending on funds from the government will be funded as if the wages of their employees were frozen.
- Commercial Crown corporations are also being asked to keep their wages in line with this policy.
- Salaries will be frozen for two years from the end of current wage restraint legislation, the *Public Service Compensation Restraint Act*.
- The government will also suspend pay increments, the annual pay increases employees receive until they reach the top of the pay scale in their job classification. Increments are not frozen under current legislation.
- New legislation will be introduced to implement the wage freeze and the suspension of increments as part of the Budget bill.
- About 70 per cent of Public Service employees are paid on the increment system and many are at the maximum rate for their classification level. The rest are paid according to a single job rate or to a performance plan. Performance pay has been frozen for four years and that freeze will also be extended for two years.
- The salary savings from forecast spending will amount to \$50 million in 1994-95, \$510 million in 1995-96 and \$940 million in 1996-1997.

2. EFFICIENCY AND PROGRAM REVIEW

- The government will initiate a review of its operations with a view to generating efficiency savings and to changing its programs to reduce overlap and duplication and reducing or eliminating programs. The review will be designed to yield results before the end of December 1994.
- Public Service unions will be invited to take part in the review with a focus on efficiency at two levels -- national unions working with Treasury Board Secretariat on issues with government-wide savings and local components working with departmental management on efficiency savings in each department.
- It is hoped that the review work will generate additional savings over and above those required by other restraint measures in this and the previous Budget.
- Any efficiency savings beyond those needed to meet the reduced departmental budget targets will be used to shorten the period of the Public Service wage freeze.
- The added savings from changing government programs will be available for such purposes as reducing the deficit, reallocating to other major programs, or shortening the length of the wage freeze.
- The review will provide results by the end of 1994 so that the government can make decisions on the savings as part of the 1995 Budget.

3. PUBLIC SERVICE HIRING CONTROLS

- The government has already decided to extend indefinitely limits on hiring outside the federal Public Service.
- The purpose is to ensure that Public Service employees whose jobs are eliminated have a chance to find another position in the government.
- Under the controls, departments may not hire persons outside the Public Service except to maintain safety, health, and public security services or to avoid major service disruptions if they cannot find employees with the required skills in the Public Service.
- Special recruitment initiatives such as those for management trainees, co-op students, and employment equity programs will continue.

4. EMPLOYMENT SECURITY

- Under the Work Force Adjustment directive, permanent employees are entitled to a reasonable job offer if their positions are eliminated. They must be willing to move and to be retrained.
- The government remains committed to the employment protection provisions in the directive, which will come up for its triennial review at the end of March.
- However, the Work Force Adjustment directive does not apply to the 4,000 executives in the Public Service. Under the Executive Employment Transition policy, they get help in finding another job in the government. If no jobs are available, they receive assistance in making the transition to retirement or to work outside the Public Service.

5. DEPARTURE INCENTIVES

- A special program of departure incentives has been designed for National Defence employees because Budget measures have had a greater impact on them than on other employees. Details are available from the Department of National Defence.
- This program is being restricted to National Defence because it is the only department of government that is currently facing such a dramatic reduction in staff (approximately 20 per cent over two years).

6. PUBLIC SERVICE WORK FORCE

- There were 228,358 Public Service employees at the end of December 1993, down from 235,343 in December 1992. This does not include Crown corporations staff and such federal employees as uniformed personnel in the armed forces and the RCMP.
- About 6,000 employees are expected to retire or leave the Public Service voluntarily this year.

7. PUBLIC SERVICE COMPENSATION

- Thirty per cent of Public Service employees earn less than \$30,000 a year.
- The average annual income of Public Service employees is \$40,000.

7.**REMUNERATION DE LA FONCTION PUBLIQUE**

- Le revenu annuel moyen des employés de la fonction publique est de 40 000 \$.

- Trente pour cent des employés de l'Etat gagnent moins de 30 000 \$ par année.

- Environ 6 000 employés devraient prendre leur retraite ou quitter de leur plein gré la

- fonction publique cette année.

- armées et de la GRC.

- que des employés du gouvernement fédéral comme le personnel en uniforme des Forces armées et de la GRC.
- 23 343 en décembre 1992. Ces chiffres n'incluent pas les employés des sociétés d'Etat ainsi
- A la fin de décembre 1993, on compteait 228 358 fonctionnaires, comparativement à

6.**EFFEITS DE LA FONCTION PUBLIQUE**

- durée de deux ans).

- actuellement, fait face à une réduction importante du personnel (environ 20 p. 100 sur une
- Ce programme ne s'applique qu'à la Défense nationale parce que c'est le seul ministère qui,

- subj

- des autres ministères. Le ministre de la Défense nationale peut fourrir des détails à ce
- sur lesquels les mesures budgétaires ont des répercussions plus lourdes que sur les employés
- Un programme spécial a été conçu pour les employés du ministre de la Défense nationale,

5.**ENCOURAGEMENT AUX DEPARTS**

- la fonction publique.

- pour faire la transition de la vie active à la retraite ou pour trouver du travail à l'extérieur de
- autre emploi au gouvernement. Si elles ne peuvent se trouver un, elles regoivent de l'aide
- dans la carrière des cadres de direction, ces personnes obtiennent de l'aide pour trouver un
- Toutefois, la Direction sur le remplacement des effectifs ne s'applique pas aux quelque

- mars.

- Le gouvernement demeure engagé à respecter les dispositions de la directive concernant la
- protection de l'emploi, laduelle sera l'objet d'un examen triennal, qui commencera à la fin de

- monter prêts à se remettre et à se recycler.

- droit à une offre d'emploi raisonnable au cas où leurs postes seraient éliminés. Ils doivent se
- Aux termes de la Directive sur le remplacement des effectifs, les employés permanents ont

4.**SECURITE D'EMPLOI**

EXAMEN DES PROGRAMMES ET DE L'EFFICACITÉ

Le gouvernement entreprendra un examen de ses activités en vue de les rendre plus efficientes et, du même coup, de réaliser des économies. Cet examen visera aussi à les programmes afin de réduire le chevauchement et le double emploi et de diminuer quelques-uns. Nous connâtrons les résultats de l'examen dès la fin de décembre 1994.

Les syndicats de la fonction publique seront invités à prendre part à l'examen portant sur l'efficience à deux niveaux, c'est-à-dire que les syndicats nationaux travailleront avec le Secrétaire du Conseil du Trésor à la question des échanges à l'échelle de la fonction publique, et les sections locales collaboreront avec la direction des ministres, pour ce qui est des économies à réaliser au sein de chaque ministère.

1. Outre les éparçnes, autres que celles nécessaires pour atteindre les objectifs de réduction des budgets des ministères, serviront à écourter la durée du gel des salaires dans la fonction publique.

Les éparçnes additionnelles que la modification des programmes de l'Etat permettra de réaliser seront affectées à des fins comme la réduction du déficit, la réaffection des ressources à d'autres grands programmes ou encore l'abrégeement de la durée d'application du gel des salaires.

- Les résultats de l'examen seront connus à la fin de 1994, de sorte que le gouvernement puisse prendre les décisions qui s'imposent quant aux échanges réalisées à l'occasion du budget de 1995.

Le gouvernement a déjà décidé de prolonger pour une période indéterminée les limites applicatives au recrutement extrême.
Le but d'une telle mesure est de veiller à ce que les fonctionnaires dont les emplois sont éliminés puissent trouver un autre emploi dans la fonction publique.
En vertu du contrôle du recrutement, les ministères ne peuvent recruter des personnes à l'exception de la fonction publique sauf s'il s'agit de maintenir la santé, la sûreté et la sécurité publique, ou d'éviter des perturbations dans les services, si elles peuvent toucher les employés qui possèdent les compétences requises dans la fonction publique.

LE BUDGET FÉDÉRAL ET LA FONCTION PUBLIQUE

DOCUMENT D'INFORMATION

Le Budget prévoit la prolongation pour une période allant jusqu'à deux ans du gel imposé aux salaires dans la fonction publique fédérale, lequel vise plus de 381 000 personnes, du premier ministre dans les fonctions publiques. Le présent document contient des renseignements additionnels sur le sujet et sur des fonctions publiques et les employés des sociétés d'Etat non commerciales. En outre, les sociétés commerciales auxquelles sont assujettis au gel des salaries le gouvernement-gouverneurs, le premier ministre, les ministres, les députés, les sénateurs, les juges fédéraux, les élus par ailleurs demandé aux sociétés d'Etat à vocation commerciale de maintenir les salaries de leurs employés en accord avec cette politique.

Le gel des salaries, prévu pour deux années, débutera après l'expiration de la loi en vigueur, la Loi sur les restrictions salariales de la fonction publique.

En outre, le gouvernement suspendra les augmentations d'échelon, il sauf application pas aux augmentations d'échelon.

La mise en oeuvre du gel des salaries et la suspension des augmentations d'échelon exigeraont l'adoption d'une nouvelle loi, laquelle s'inscrit dans le projet de loi du budget.

Envirion 70 p. 100 des fonctionnaires sont remunérées selon le système de rémunération progressive et un grand nombre ont atteint le taux maximal de leur niveau de classification. Les autres sont assujettis à un taux de salaire uniforme ou à un régime de rémunération au rendement. La rémunération au rendement fait l'objet d'un gel depuis quatre ans, et cette mesure sera prolongée pour deux autres années.

Les éparages salariaux sur les dépenses prévues se chiffrent à 50 millions de dollars en 1994-1995, à 510 millions de dollars en 1995-1996 et à 940 millions de dollars en 1996-1997.

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En outre, le gouvernement suspendra les augmentations d'échelon de rémunération, il saufit des augmentations annuelles que les employés touchent jusqu'à ce qu'ils atteignent le niveau maximal de l'échelle salariale applicable à leur classification. Actuellement, le gel ne des augmentations annuelles que les employés touchent jusqu'à ce qu'ils atteignent le niveau maximal de l'échelle salariale applicable à leur classification. Actuellement, le gel ne

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En outre, le gouvernement suspendra les augmentations d'échelon de rémunération, il saufit des augmentations annuelles que les employés touchent jusqu'à ce qu'ils atteignent le niveau maximal de l'échelle salariale applicable à leur classification. Actuellement, le gel ne

1. SALAIRES

Le Budget prévoit la prolongation pour une période allant jusqu'à deux ans du gel imposé aux salaries dans la fonction publique fédérale, lequel vise plus de 381 000 personnes, du premier ministre dans les fonctions publiques. Le présent document contient des renseignements additionnels sur le sujet et sur des fonctions publiques et les employés des sociétés d'Etat non commerciales. En outre, les sociétés commerciales auxquelles sont assujettis au gel des salaries le gouvernement-gouverneurs, le premier ministre, les ministres, les députés, les sénateurs, les juges fédéraux, les élus par ailleurs demandé aux sociétés d'Etat à vocation commerciale de maintenir les salaries de leurs employés en accord avec cette politique.

Les salaires seront maintenus aux niveaux actuels pour tous les employés de l'Etat, pendant une période allant jusqu'à deux ans, à compter de l'expiration des mesures de restriction légiférées qui sont en vigueur. C'est ainsi que le gel, qui devait se terminer en 1995, sera prolongé jusqu'en 1997.

- 2 -

Le gouvernement démeure engagé à assurer aux fonctionnaires un haut niveau de sécurité d'emploi et à faire en sorte qu'aucun déclaré excédentaires devant être placés à demeurer ou à suivre un programme de recyclage au besoin.

«Le gouvernement a débattu divers moyens de réduire les coûts de fonctionnement. Le gel des salaires nous permettra de contrôler les coûts sans compromettre les emplois.»

Publique doit participer à la solution au problème», a-t-il ajouté.

«Le déficit est l'affaire de tout le monde, et la fonction publique représente une partie importante des coûts de fonctionnement; cela fait partie du train de mesures visant à maîtriser le déficit fédéral, a déclaré le ministre. Les fonctionnaires représentent une partie importante des coûts de fonctionnement.

Le gouvernement doit contrôler les dépenses de fonctionnement, en plus des économies de 940 millions de dollars en 1996-1997, le gel permettra d'épargner 50 millions de dollars en 1994-1995 et 510 millions en 1995-1996, soit un total de 1,5 milliard de dollars sur une période de trois ans.

La mesure prévue dans le budget et visant à prolonger, pendant une autre période allant jusqu'à deux ans, le gel des salaires aux niveaux actuels permettra de réaliser des économies pouvant atteindre 1 milliard de dollars en 1996-1997 dans les coûts de fonctionnement et permettra de préserver des emplois, a déclaré aujourd'hui le président du Conseil du Trésor, M. Art Eggleton.

AFFIRMÉ EGGLETON LE GEL DES SALAIRES PROTÉGERA LES EMPLOIS.

À publier immédiatement
le 22 février 1994

Communiqué News Release

Communiqué News Release

CAI
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À publier immédiatement
Le 24 février 1994

LES DÉPENSES DE PROGRAMMES DE 1994-1995 NE BOUGENT PRESQUE PAS

Le Président du Conseil du Trésor, M. Art Eggleton, a déposé aujourd'hui au Parlement le Budget des dépenses principal de 1994-1995, qui présente dans le détail les dépenses de 160,7 milliards de dollars que le gouvernement fédéral compte engager.

Le dépôt de ces documents est la première étape de l'application du plan de dépenses de 163,6 milliards de dollars que le ministre des Finances a présenté dans son budget du 22 février. Le Budget des dépenses principal déposé par le Président du Conseil du Trésor énumère les dépenses prévues, ministère par ministère, programme par programme. La différence entre les deux chiffres ci-dessus s'explique par le fait que le Budget des dépenses principal n'inclut pas les réserves, et ne tient pas compte de l'adoption du projet de loi budgétaire.

Selon M. Eggleton, «le plan de dépenses du gouvernement traduit une démarche équilibrée visant à soutenir la croissance et créer des emplois, tout en s'attaquant à la réduction du déficit. Les dépenses de programmes ne bougeront presque pas.»

Le Budget des dépenses principal prévoit des compressions de dépenses de 1,2 milliard de dollars, annoncées dans le Livre rouge, le document d'orientation du Parti libéral lors des dernières élections fédérales. Ces compressions serviront, en partie, à financer le premier versement de 702 millions de dollars du montant de 2 milliards prévu pour le Programme national de travaux d'infrastructure. Les compressions comprennent notamment une réduction de 400 millions de dollars des budgets de fonctionnement des ministères et une diminution de 745 millions de dollars du budget du ministère de la Défense nationale.

M. Eggleton a confirmé, dans la Partie I des documents déposés aujourd'hui, l'engagement du gouvernement à améliorer la prestation des services au public. Le chapitre 5 de la Partie I indique, en effet, plusieurs initiatives que le gouvernement poursuivra, notamment les guichets intégrés de services gouvernementaux, des centres de services aux entreprises, des organismes de service spéciaux et des normes de services.

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Le Budget des dépenses principal de 1994-1995 est le premier document à exposer en détail les budgets de fonctionnement des ministères fédéraux depuis la nouvelle structure du Cabinet annoncée en novembre dernier.

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Pour plus de renseignements, communiquer avec

Nicole Bourget, attachée de presse de M. Eggleton
(613) 957-2666

Note aux rédacteurs

On peut obtenir d'autres exemplaires du discours prononcé aujourd'hui à la Chambre des communes par M. Eggleton au :

Centre de distribution du Conseil du Trésor
(613) 995-2855

Notes de l'allocution prononcée par
l'honorables Art Eggleton, C.P., député,
président du Conseil du Trésor
et ministre responsable de l'Infrastructure
à l'occasion du dépôt du Budget des dépenses principal
à la Chambre des communes
le 24 février 1994

Monsieur le président,

Je dépose aujourd'hui le Budget des dépenses principal du gouvernement du Canada pour l'année 1994-95.

Je l'honneur de déposer le premier Budget des dépenses principal de la trente-cinquième législature. Il contient nos plans de dépenses de notre gouvernement, selon chaque ministère et chaque programme, pour le prochain exercice.

Je suis fier qu'il reflète les engagements pris devant tous les Canadiens pendant la campagne électorale, l'automne dernier. Il témoigne du juste équilibre en vertu duquel le gouvernement favorise la croissance et la création d'emploi, tout en prenant des mesures pour réduire le déficit.

Le Budget des dépenses principal présente une ventilation détaillée des 160,7 milliards de dollars que le gouvernement prévoit dépenser au cours du prochain exercice. Cette somme comprend les dépenses législatives de 112,1 milliards de dollars découlant des textes législatifs que le Parlement a approuvés au préalable, et des dépenses de 48,6 milliards de dollars à l'égard desquelles nous demandons l'autorisation du Parlement.

Le Budget des dépenses principal constitue la première étape de la mise à exécution du plan de dépenses d'une valeur de 163,6 milliards de dollars, plan présenté dans le budget du 22 février par le ministre des Finances. Cependant, contrairement au budget, le Budget des dépenses principal ne comprend pas de réserves et ne prévoit pas les répercussions de la législation proposée.

La raison principale qui explique l'augmentation des dépenses globales est l'accroissement des frais de la dette publique.

Les dépenses des programmes, soit la totalité de nos dépenses, moins les frais de la dette publique, sont demeurées à peu près au même niveau, n'ayant augmenté que de 0,7 p. 100. Les dépenses engagées au titre de la plupart des programmes sont à la baisse. Les programmes de sécurité de la vieillesse et les programmes en faveur des Autochtones ainsi que notre initiative sur l'infrastructure sont en grande partie responsables de l'augmentation des dépenses de programmes.

Comme le ministre des Finances l'a confirmé il y a deux jours, ce budget amorce la plus vaste réforme de la politique sur les dépenses gouvernementales à être entreprise au cours de la décennie.

Le budget qui a été déposé mardi et le Budget des dépenses principal que je soumets aujourd'hui déterminent un cadre pour l'avenir, un cadre élaboré par un gouvernement tourné vers l'avenir.

L'un des éléments de la ligne de conduite de notre gouvernement est sa détermination à faire ce qu'il faut. Et nous le ferons d'une façon financièrement responsable.

Dans le Budget des dépenses principal, nous avons tracé une ligne de conduite pour chaque volet du programme énoncé dans le Livre rouge.

Les Canadiens nous ont dit que la création d'emplois est hautement prioritaire.

Dans le Livre rouge, nous avons expliqué qu'un programme national d'infrastructure serait un élément primordial de création d'emplois. Depuis le début de notre mandat, je suis fier d'affirmer que ce projet est devenu une réalité, lorsque nous avons signé des ententes avec chacune des provinces. Dans le Budget des dépenses principal, nous demandons au Parlement de voter des crédits de plus de 700 millions de dollars, au cours de l'exercice 1994-1995, pour la mise en oeuvre de ce programme.

Dans le Livre rouge, nous avons annoncé que nous décréterions d'autres compressions des budgets de fonctionnement. Ces réductions seront de l'ordre de 400 millions de dollars en 1994-1995 et passeront à 620 millions de dollars au cours des années ultérieures. Le Budget des dépenses principal tient compte de cet engagement. Nous espérons pouvoir réaliser une grande partie de ces économies par des gains d'efficience. Nous nous rendons cependant compte qu'il nous faudra peut-être fixer des priorités.

La plus grande partie des 400 millions de dollars mentionnée découlera d'économies au titre des services professionnels, c'est-à-dire ceux confiés à la sous-traitance. Nous demanderons prochainement au Parlement de précéder à un examen en profondeur du secteur des marchés de services.

Cependant, ces réductions n'étaient pas suffisantes. Pour résoudre notre problème financier, il a fallu décréter d'autres mesures restrictives touchant les budgets de fonctionnement. Nous avons examiné toutes les avenues qui s'offraient à nous. Nous avons analysé les mesures que les autres gouvernements et le secteur privé avaient prises ou s'apprêtaient à prendre. Et enfin, nous avons consulté les syndicats de la fonction publique.

En définitive, nous avons cherché à offrir ce qui serait le plus bénéfique aux contribuables, aux fonctionnaires et à l'économie. Comme l'a souligné dans le Budget le ministre des Finances, nous prolongeons de deux autres années le gel des salaires des fonctionnaires et nous suspendons pour deux ans, à compter de 1994-1995, les augmentations d'échelon de rémunération.

Nous croyons que, dans les circonstances, c'est la meilleure façon de protéger les emplois tout en maintenant notre capacité d'assurer, à des coûts moindres, des services de qualité à tous les Canadiens.

La réduction du budget de la défense traduit la réalité d'aujourd'hui. La structure de défense que nous avions correspondait aux priorités d'hier. L'ordre mondial n'étant plus le même, il fallait adapter nos forces armées pour répondre à nos besoins de demain.

Les réductions au titre du financement de l'aide internationale traduit notre situation financière et ne diminue en rien notre sensibilisation aux besoins des peuples défavorisés. Notre Budget des dépenses principal prévoit quand même un versement de 2,6 milliards de dollars sous forme d'aide internationale.

Les Canadiens nous ont fait savoir que les subventions versées aux entreprises ne constituaient pas le meilleur placement pour l'argent investi. Nous avons dit clairement dans le Livre rouge que nous comprimerions ces subventions, c'est ce que nous avons fait.

Les contribuables ont également déclaré souhaiter une réforme de l'assurance-chômage, parce que ce système épasseait leurs moyens financiers. L'impôt sur la masse salariale exigé pour le versement des prestations nous é savantageait par rapport à nos partenaires commerciaux. Des mesures s'imposaient, et nous les avons prises.

Dans le Budget des dépenses principal, 16 p. 100 des dépenses totales correspondent aux paiements aux autres gouvernements et 25 p. 100, aux paiements aux particuliers. Le gouvernement consacrera environ 62 milliards de dollars aux programmes sociaux, 4,8 milliards de dollars aux programmes axés sur les ressources naturelles, 1,9 milliards de dollars aux programmes industriels, régionaux et scientifiques, et 2,8 milliards de dollars aux programmes de transport. Il versera quelque 3 milliards de dollars à des programmes à caractère culturel et matrimonial, 3,3 milliards de dollars aux programmes de la justice et de l'aide juridique et 6,4 milliards de dollars seront consacrés aux opérations générales de l'appareil de l'État.

Mon collègue, le ministre des Finances, a tenu à souligner dans son discours que ces mesures n'étaient qu'un début. Il a annoncé qu'au cours de la prochaine année, il nous faudrait améliorer l'efficience et l'efficacité de la prestation de nos services. C'est ce que nous ferons.

Les mesures annoncées dans le Budget entraîneront, entre aujourd'hui et 1995-1996, une baisse réelle des dépenses au titre des programmes. Mais pour le moment, comme je l'ai déjà souligné, les dépenses ne bougeront pas.

Notre déficit annuel est à la baisse, et nous allons essayer de faire en sorte que ce déficit n'excède pas 3 pour cent de tous les biens et services que nous produisons au Canada en une année.

Voilà, M. le président, la marque d'un gouvernement attentif à l'électorat, d'un gouvernement qui fait montre de leadership, qui prend des décisions difficiles, qui consulte ses partenaires et qui projette une vision nette de l'avenir -- l'avenir de chacun de ses citoyens.

Canadians told us that grants to businesses were not getting the best value for the tax dollar. We made it clear in the Red Book we would cut these grants, which we did. because it was more than taxpayers could afford. The payroll tax required to pay the benefits was putting us in an uncompetitive position vis-a-vis our trading partners. We had to take action, and these Main Estimates 16 per cent of total spending is in payments to other levels of government and 25 per cent is in payments to persons. The government will spend about \$62 billion on social and scientific programs and \$4.8 billion on natural resource based programs, \$3.9 billion on industrial, regional and cultural and heritage programs, \$3.3 billion for justice and legal programs and \$6.4 billion for general government operations.

My colleague, the Minister of Finance, made it clear in his speech that this is only the beginning of reform. He announced that, over the next year, we would make the delivery of services more efficient and effective, which we will do.

As a result of the course set out in this Budget, program expenditures will decline in real terms between now and 1995-96. Even now, as I said earlier, expenditures are virtually flat.

Our annual deficit is on a downward curve and we have set our sights on a fiscal objective of a deficit which amounts to no more than three per cent of all the goods and services we produce in Canada in a given year.

This, Mr. Speaker, is the true sign of a government that listens to the electorate, shows leadership, takes decisive action, consults its partners, and sets a clear vision for the future -- the future of each and every Canadian.

One of the clear policy planks of this government is that we are going to do what must be done. And we are going to do it in a fiscally responsible way.

In the Main Estimates we have set a course of action for each component of the agenda in the Red Book.

Canadians have told us that job creation is a high priority.

In the Red Book, we said that a national infrastructure program would be a key element in job creation. Since we have come to office, I am proud to say that we have made this a reality by signing agreements with every province. In the Main Estimates we are asking Parliament to appropriate more than \$700 million in fiscal year 1994-95 for this program.

In the Red Book, we said we would impose further cuts in operating budgets, by \$400 million in 1994-95 increasing to \$620 million in the following years. The Main Estimates reflect this commitment. We hope that we can generate a lot of these savings through efficiency gains but we realize that it may also require having to set priorities.

Of the \$400 million just mentioned, the largest part will come from savings on professional services. These are services we contract for. We will shortly be asking Parliament to look at the whole area of contracting out.

However, this was not enough. Solving our fiscal problem required taking more restraint measures in the operating budgets. We looked at the different options available to us. We looked at what other governments and the private sector had done or were doing. We consulted with the Public Service in the Main Estimates. We will shortly be asking Parliament to look at the Public Service unions.

In the end we did what we believe is best for Canadians, Public Service employees, and the economy. As the Minister of Finance stated in the Budget, we extended the freeze on the federal public service for a further two years and we suspended annual increments for two years beginning in 1994-95.

We believe that, under the circumstances, this was the best course to follow for it allows us to better protect jobs while minimizing the impact on our ability to deliver quality services to Canadians at the lowest possible cost.

The reduction in the defence budget reflects reality. We had a defence structure that reflected the priorities of the past. The world order was changing and we had to adapt. The result will be armed forces that will meet our future needs.

The reductions in our international assistance funding is a statement of our fiscal capacity, rather than a reflection of need. We will, nonetheless, continue to spend \$2.6 billion on international assistance, as the Main Estimates show.

Today I present the 1994-95 Main Estimates for the Government of Canada.

I am honoured to table the first Main Estimates of this Thirty-Fifth Parliament. They contain the expenditure plans of this government, department by department and program by program, for the next fiscal year.

I take pride that they reflect the commitments we made to Canadians last fall in the election. They reveal a balanced approach in which the government supports growth and creates jobs while taking steps to reduce the deficit.

The Main Estimates set out the details of \$160.7 billion in planned expenditures for the next fiscal year. This includes the \$112.1 billion in statutory expenditures that flow from legislation to the Minister of Finance. However, unlike the \$163.6 billion set out in the February 22 Budget by the Minister of Finance, the Main Estimates do not include reserves and do not anticipate the impact of proposed programs as well as our infrastructure initiative account, in large part, for the increase in program spending.

The main reason total spending is up is the increase in public debt charges.

The Main Estimates are the first step in carrying out the expenditure plan amounting to \$163.6 billion set out in the February 22 Budget by the Minister of Finance. Unlike the Budget, the Minister of Finance made clear two days ago, this is a Budget that I am tabling today providing a comprehensive reform of government spending policy in a decade.

As the Minister of Finance made clear two days ago, this is a Budget that sets in motion the most framework for the future, delivered by a government for the future.

The Budget tabled on Tuesday and the Main Estimates that I am tabling today provide a framework for the future, delivered by a government for the future.

February 24, 1994

on tabling the Main Estimates in the House of Commons

President of the Treasury Board and Minister Responsible for Infrastructure
Notes for an address by the Honourable Art Eggleton, P.C., M.P.

Mr. Speaker:

The 1994-95 Main Estimates are the first documents to present the detailed operating budgets of the federal departments since the new structure of Cabinet was announced last November.

For further information

Nicole Bourget, Press Secretary to Mr. Eggleton,
(613) 957-2666

Note to editors

Additional copies of Mr. Eggleton's speech in the House of Commons today are available from:

The Treasury Board Distribution Centre
(613) 995-2855



In Part I of the documents tabled today, Mr. Eggleton confirmed the government's commitment to improve the delivery of public services. Chapter 5 of Part I outlines a number of initiatives the government will pursue. These include one-stop shopping for government agencies and service standards.

Mr. Eggleton also outlined a number of initiatives the government will implement to improve the delivery of public services. Chapter 5 of Part I outlines a number of initiatives the government will pursue. These include one-stop shopping for government agencies and service standards.

The 1994-95 Main Estimates reflect \$1.2 billion of reductions identified in the Red Book, the Liberal Party policy paper in the last federal election. These reductions identify \$702 million of the \$2 billion in federal funding for the are being used, in part, to fund the first instalment of the national infrastructure program. Among the reductions are the \$400 million cut to the operating budgets of departments and agencies and the \$745 million decrease in the Department of National Defence budget.

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Mr. Eggleton said: "This government's expenditure plan reflects a balanced approach in which the government supports growth and creates jobs while taking steps to reduce the deficit. Program spending will remain virtually flat."

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1994-95 PROGRAM SPENDING REMAINS VIRTUALLY FLAT

February 24, 1994
For immediate release

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- N26

For immediate release
March 8, 1994

GOVERNMENT TABLES SUPPLEMENTARY ESTIMATES (B) TO CLOSE 1993-94 FISCAL YEAR

Treasury Board President Art Eggleton today tabled in the House of Commons the federal government's final Supplementary Estimates for the current fiscal year (1993-94) that ends March 31, 1994.

In tabling the Supplementary Estimates document, the government is seeking Parliament's authority to spend \$835 million that was set aside in reserves within the 1993-94 overall expenditure plan that was announced in the April 1993 Budget and updated last month. These funds will cover items that were unforeseen, or awaited legislation, at the time the 1993-94 Main Estimates were tabled.

The major items in these Supplementary Estimates are:

- \$140.2 million for the Department of Fisheries and Oceans. This additional funding is needed primarily to support people in Newfoundland affected by the moratorium on northern cod, and those in Atlantic Canada eligible for the Atlantic Canada Groundfish Adjustment Program; and
- \$106.9 million for the Department of Foreign Affairs and International Trade for Canada's financial contributions to the United Nations' peacekeeping initiatives as well as to the economic development of countries in Eastern Europe and Russia.

The Supplementary Estimates also provide Parliament with an update on statutory expenditures. They forecast the following significant reductions:



- \$1.9 billion in UI payments, reflecting the passage of the 1993 bill which amended the *Unemployment Insurance Act* to reduce benefits and limit eligibility;
- \$1.3 billion to the cost of servicing the federal debt because of lower interest rates;
- \$718 million in Fiscal Equalization payments because provincial revenues subject to equalization are expected to decrease; and
- \$291 million in Old Age Security, Guaranteed Income Support and Spouse's Allowance payments due to lower inflation and fewer recipients than expected.

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For further information:

Daniel Lavoie, Treasury Board Communications and Coordination, (613) 957-2428

BACKGROUND INFORMATION ON THE 1993-94 SUPPLY PROCESS

Supplementary Estimates are tabled to seek authority from Parliament to spend funds that have been set aside in reserves or to transfer funds within the same department or agency. Supplementary Estimates are usually tabled each November and March during a fiscal year.

In fiscal year 1993-94, Parliament was dissolved for the period of September to January. It was therefore impossible to present Supplementary Estimates in November 1993. Special Supplementary Estimates (A) had already been tabled in late May.

The present Supplementary Estimates cover items that were unforeseen, or awaited legislation, but for which reserves were set aside at the time of the tabling of the Main Estimates in February 1993.

Impact of the reorganization

In June 1993, several months after the 1993-94 Main Estimates were tabled, departments and agencies were reorganized and many ministers received new responsibilities for administering legislation and programs. To ensure consistent reporting in the Public Accounts, the current Supplementary Estimates refer to departments and agencies as they existed before the reorganization, which is how they appeared in the original Main Estimates.

The new departmental structure is reflected in the Main Estimates documents for the 1994-95 fiscal year.

Note: For more information on the supply process, please read Chapter 6 of Part I of the Main Estimates 1994-95. It describes the supply process in detail. Copies are available by calling (613) 957-2400.

News Release Communiqué

CAI
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For immediate release

March 10, 1994

REPORT ON PARLIAMENTARIANS' COMPENSATION TABLED

Treasury Board President Art Eggleton tabled today in the House of Commons a report on compensation for Members of Parliament and Senators. The report carried out by the private-sector firm of Sobeco, Ernst & Young was commissioned by the previous government in July 1993.

The Sobeco report includes a review of salaries, pensions, allowances and benefits of MPs and Senators.

"This is an important first step in assisting the federal government to establish what is a fair compensation package -- one that will be acceptable to taxpayers and that will continue to attract qualified individuals to public office," Mr. Eggleton said.

"Those portions of the Sobeco report which recommend a pay increase for parliamentarians cannot be implemented during the two-year wage freeze," Mr. Eggleton added.

Wages of parliamentarians, along with Public Service employees, the Governor General, the Lieutenant Governors, the federal judiciary and employees of non-commercial Crown corporations were frozen for up to two additional years by the recent federal Budget.

The Sobeco report is being referred to the Commission to Review Allowances of Members of Parliament. The Parliament of Canada Act requires that such a commission be established after each general election and that the



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Commission inquire into the adequacy of sessional and other allowances payable to members of the Senate and the House of Commons. By law, the Commission is required to report back to Parliament by mid-July of this year.

"We will be considering the recommendations of the Commission and it is the government's intention to introduce legislation on pensions for parliamentarians in this session of Parliament," Mr. Eggleton said.

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For more information:

Nicole Bourget - (613) 957-2666
Press Secretary to the
President of the Treasury Board

For copies of the report:

Ian Faris - (613) 957-2666
Special Projects Advisor
Office of the President of the Treasury Board

News Release Communiqué

CAI
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For immediate release
March 22, 1994

RE-ENGINEERING GOVERNMENT

Treasury Board President Art Eggleton released today an innovative plan to re-engineer the delivery of government services. The plan, called the Blueprint for Renewing Government Services Using Information Technology, is a draft paper to solicit public discussion and input on the best way to deliver government services.

Mr. Eggleton hailed the Blueprint as "an exciting opportunity to change fundamentally the way government serves the public. It is vital that the Government of Canada take full advantage of technological innovation to ensure that taxpayers receive the maximum value for every tax dollar spent and that the government delivers services more quickly and efficiently."

The Blueprint sets out a detailed, practical approach to providing Canadians with electronic access to government departments from one place at one time. Using modern telecommunications to link government departments across the country will bring with it the added benefit of advancing Canada's knowledge-based industries and electronic infrastructure.

The Blueprint is widely available for comment until May 31, 1994. Upon government approval, participating departments will launch pilot projects.

Mr. Eggleton invited public participation, stating that "this is another step in a consultative process that has included a wide range of government and private sector interests."

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For more information contact:
Nicole Bourget (613) 957-2666
Press Secretary to the President of the Treasury Board

For copies of the Blueprint for Renewing Government Services
Using Information Technology: Treasury Board Secretariat
Distribution Centre: Tel. (613) 995-2855, Fax (613) 996-0518

News Release Communiqué

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For immediate release
May 27, 1994

FIRST SUPPLEMENTARY ESTIMATES FOR 1994-95 TABLED

The government today tabled in the House of Commons its first Supplementary Estimates for 1994-95. These total \$373.2 million. This money is for expenditures related to the Atlantic Groundfish Strategy announced in the February Budget.

Parliament is being asked to approve these funds now because the precise spending requirements for the strategy could not be finalized in time to be included in the 1994-95 Main Estimates. The Minister of Human Resources Development announced the details of the program on April 19. This funding will allow Human Resources Development Canada to fulfil its commitments to the Atlantic Groundfish Strategy.

These Supplementary Estimates do not constitute additional spending. They are drawn from reserves funds within the government's overall expenditure plan outlined by the Minister of Finance in the February 22 Budget.

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For information on the Groundfish program call:

Norman St-Jacques at (613) 953-3729
Human Resources Development

For information on the Estimates process call:

Daniel Lavoie at (613) 957-2428
Treasury Board Secretariat



News Release Communiqué

CAI
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For immediate release
February 3, 1995

MINISTER REGRETS UNION MOVE ON EMPLOYEE PACKAGE



OTTAWA -- Treasury Board President Art Eggleton expressed regret today that the Public Service Alliance of Canada has rejected the government's proposals to amend the Work Force Adjustment Directive.

"In the last few years, every major organization has had to reorganize and streamline its operations," Mr. Eggleton said. "The government can't escape this reality. It is impossible for the government to streamline its resources without modifying the Work Force Adjustment Directive.

"The government made an offer to the Public Service unions which was fair to employees and which would help us meet our spending targets. We must and will make decisions on the issues discussed with the unions."

In its discussions, the government sought greater flexibility in managing the adjustment to a smaller Public Service under the Work Force Adjustment Directive. The Directive is designed to assist employees whose jobs are eliminated to find other jobs in the Public Service or to leave the government if they choose.

The key government proposals:

-- The Work Force Adjustment Directive would be modified for the next three years to permit new departure incentives for the departments most affected. The changes would also make the employment security provisions more flexible.

-- An early retirement pension incentive would be offered to all surplus Public Service employees who are 50 and over and have at least 10 years' employment.

TBS/SCT 315.33



-- Legislation would be introduced to permit an early return to collective bargaining on non-salary issues. This legislation would allow third party arbitration but not the right to strike.

-- Joint labour-management committees would be established across the country to find job opportunities for employees in other sectors as well as in the Public Service.

-- Surplus employees in the most affected departments would be eligible for an early departure incentive. If surplus employees in these departments turned down the special incentive, they would be entitled, for a period of six months, to a "reasonable job offer" in the government. Unless a job could be found for them in this period, they would be put on unpaid surplus status and could be laid off one year after that. They would still have health and dental insurance and pension coverage during the period of unpaid surplus status.

Mr. Eggleton said that the provision for unpaid surplus status was included in the package because "we must find a way to make sure that the government is not paying Public Service employees when there is no work to be done."

Discussions have been underway for some months with the Public Service unions on the Work Force Adjustment Directive.

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For more information, contact

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News Release Communiqué

CA
TB
-N26

For immediate release

February 15, 1995

GOVERNMENT REVAMPS

EXPENDITURE MANAGEMENT SYSTEM

OTTAWA -- Treasury Board President Art Eggleton said today that the government is revamping, for the first time in 15 years, its Expenditure Management System, the process by which the government makes decisions on programs and spending.

"The system responds to today's economic and fiscal realities and recognizes the way this government has been doing business since its election in October 1993," Mr. Eggleton said. "With the elimination of central policy reserves, the government is fulfilling its Red Book commitment to fund new initiatives through reallocating expenditures."

"To reduce spending to meet its fiscal targets and to free up resources for reallocation to new priorities, the government must make tough spending and program choices. The ultimate objective is to deliver quality services within the resources Canada can afford," Mr. Eggleton said. "The Expenditure Management System document outlines the formal mechanisms that will help the government meet its targets."

Under the system, departments will now provide Outlook documents to Parliament every spring. The Outlook will be drawn from the department's business planning on program priorities and expenditures. It will show how departments will adjust their programs over the next few years to operate within the resources set out in the Budget. These documents will assist parliamentary committees to carry out their new responsibilities for reviewing future year expenditure trends and priorities and will provide them with the context for examining the Estimates.



"I've asked my officials to consult parliamentarians on how to provide better, more timely information to the public on program results achieved by departments and agencies," Mr. Eggleton said. "In addition to exploring ways to improve the Estimates, we are committed to publishing service standards, as well as performance against these standards. We are also committed to making the results of program evaluations available regularly.

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NOTE: Limited copies of the bilingual document, "The Expenditure Management System of the Government of Canada," are available free of charge in hard copy or on computer diskette (Word or Word Perfect 5.0) from the Treasury Board Secretariat Distribution Centre, 300 Laurier Street West, Level P1, Tel.: (613) 995-2855 or FAX: (613) 996-0518.

For information, contact:

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BACKGROUNDER

THE MAJOR FEATURES OF THE EXPENDITURE MANAGEMENT SYSTEM

The overhauled Expenditure Management System:

- integrates practically all decisions about spending into the Budget planning process;
- establishes the basis for more effective accountability for program results by requiring the government to explore ways to deliver better and more timely information on program performance to Parliament;
- requires departments to produce multi-year Outlook documents on program priorities and expenditures for the standing committees of the House of Commons. These will assist the committees in fulfilling their mandate to examine future-year expenditure trends and priorities;
- emphasizes managing within available resources through the ongoing review of programs and spending and reallocation of existing resources;
- eliminates central policy reserves used in the past to fund new initiatives or priorities;
- eliminates the requirement for departments to submit a Multi-Year Operational Plan (MYOP) to Treasury Board, in favour of a business planning approach that will allow departments to focus their efforts on making the changes to programs and lines of business needed to meet Budget targets; and
- provides flexibility to ministers and departments to help them manage within approved resources.

News Release Communiqué

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For immediate release
February 21, 1995

Eggleton Announces Measures to Deal with Downsizing in the Federal Public Service

Ottawa - Treasury Board President Art Eggleton announced today a series of measures designed to respond to the downsizing of the federal Public Service over the next three years.

"The current job security provisions provided to federal Public Service employees who are declared surplus are being modified for a period of three years so as to allow the government the necessary flexibility to manage change in departments where major job reductions are required," said Mr. Eggleton. "The federal government is going to be fair and reasonable with its employees while meeting the need for reduced spending," added Mr. Eggleton.

Negotiations with the Public Service unions on changes to the job security provision known as the Work Force Adjustment Directive, have been underway for a number of months. An understanding was almost achieved. Unfortunately, no agreement was reached. As a result, the government will now proceed to implement a series of measures through legislation to reduce the size of the workforce for whom Treasury Board is the employer. These measures include:

1. **Early Retirement Incentive (ERI)** - This incentive will be available to all surplus employees who are 50 years of age and older with at least 10 years of federal employment. These public servants will be able to receive a pension, based on their years of service, which would not be subject to the normal reduction for early retirement. Employees who accept this incentive must leave the Public Service.

TBS/SCT 315-33



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2. **Early Departure Incentive (EDI)** - This measure will offer surplus employees a cash payment in return for their resignation from the Public Service. This incentive will be available only to Public Service employees in a department designated as "most-affected". Treasury Board will designate the most-affected departments based upon such factors as the magnitude of the job reductions required in a department. Where eligible, surplus employees in "most-affected" departments can choose between the Early Departure Incentive and the Early Retirement Incentive but cannot have both.

3. **Unpaid Surplus Status in the Most Affected Departments** - Surplus employees in the most affected departments who decline the incentives will be placed on "unpaid surplus status" if they have not received a job offer in the Public Service within six months. For a subsequent period of 12 months, they would continue to receive health, life and dental insurance coverage as well as retain membership in the pension plan. After that year, they would be laid off if no job offer has been made.

4. **Reasonable Job Offer** - Surplus employees in departments which are not designated as "most-affected" departments would still be entitled to receive one reasonable job offer in the Public Service as provided under the current Work Force Adjustment Directive. An employee who refuses a reasonable job offer will be laid off.

Another option would allow employees to take a leave without pay of up to three months, and have their reduced income spread out over the full year. Their pension and benefits coverage would still be based on their full-time salary.

"We have a competent, professional Public Service. I am confident that employees will accept the challenge of adjustment, and continue to provide quality services," Mr. Eggleton said.

Further details of these and other changes to be introduced by the Government can be found in the attached backgrounder. The upcoming federal Budget will announce legislation to implement the changes; a preliminary list of "most affected" departments; an indication of the number of Public Service employees likely to be affected; and the cost of the early departure incentives.

- 3 -

The government is providing employees with an information service to help answer their questions. The number to call is 1-800-810-2003 for areas outside the National Capital Region. In the NCR, the number is 952-8881. The lines will open on Tuesday, February 21 and conclude on Tuesday, February 28. Hours of operation are 7:30 a.m. to 8 p.m. Eastern Standard Time.

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For more information:

Nicole Bourget, President's office: (613) 957-2666

Robert Douglas, Treasury Board Secretariat: (613) 954-4248

BACKGROUNDER

CONTEXT

The measures announced by Treasury Board President Art Eggleton stem from moves to restrain government spending and to streamline operations through a range of reviews of federal activities, including Program Review. Some apply to all indeterminate -- or "permanent" -- Public Service employees at all levels whose jobs are eliminated and others are limited to surplus indeterminate employees in the most affected departments. Here are key facts:

PUBLIC SERVICE

- The Public Service includes departments as well as boards and agencies for which Treasury Board is the employer. There are about 222,000 employees in this group as of December 31, 1994. This group of departments and agencies do not include separate employers, the uniformed military, the RCMP or Crown corporations.

PAST SPENDING RESTRAINT MEASURES

- Present wage restraints were first imposed on Public Service employees in 1991 and are scheduled to end for most employees in 1997.
- Wage increases were limited to 0 per cent and 3 per cent over a two-year period in the February 1991 Budget. These restraints were extended at 0 per cent for two more years in the December 1992 Economic Statement. In the February 1994 Budget, wages and pay increments were frozen for two additional years.

GOVERNMENT REVIEWS

- The government is redefining its role in delivering programs and services. This will lead to a smaller Public Service.
- The government has reviewed its programs and will announce the results in the Budget, implementing them over the next three years -- particularly in the first year after the Budget legislation is approved and proclaimed.

BACKGROUNDER

WORKFORCE REDUCTION MEASURES

To manage its downsizing, the government would, following consultations with unions and departments, introduce a package that includes departure incentives for the surplus employees who would leave the Public Service, and voluntary, flexible work measures for the employees who remain.

The options would be available for a three-year period, which allows for downsizing to occur in concert with program reductions.

Some of the options would be available this spring; others require changes to legislation and thus may not come into effect until this summer.

Some measures would be available in all departments and some in "most affected" departments. Most affected departments are those where reductions are so great that they cannot be handled under the current Directive.

DEPARTURE INCENTIVES

1. THE EARLY DEPARTURE INCENTIVE (EDI) AND UNPAID SURPLUS STATUS (USS)

Available to:

- Surplus employees in "most affected" departments.
- The government will consult with unions on the design of the EDI.

How it works:

- This measure will offer employees a cash payment in exchange for resigning from the Public Service.
- Many employees who choose EDI would be able to take advantage of a training allowance to increase their chances of re-entering the workforce outside the Public Service.
- The option would be offered for three years after Parliament passes legislative changes to the Work Force Adjustment Directive (WFAD), which governs employment security in the Public Service. The changes would apply in most-affected departments only.

- Employees would have 60 days after receiving their surplus notice to decide whether to accept the EDI option.
- Employees who refuse the EDI option and who are not appointed to a new job within six months would be placed on "unpaid surplus status" for up to one year. While on unpaid surplus status, employees will have a right to priority placement. During that time they would continue to be entitled to health, dental and life insurance and remain members of the Public Service pension plan. Also, they would be eligible to apply for unemployment insurance, subject to meeting qualifying conditions for the program. After that 12-month period, if they have not been placed, they will be laid-off. At that time, they will have access to normal severance benefits.

2. THE EARLY RETIREMENT INCENTIVE (ERI)

Available to:

- Surplus employees in all departments who are at least 50 and have at least 10 years of Public Service employment.

How it works:

- Usually, early retirement from the Public Service means a reduced pension. Under the Early Retirement Incentive and existing measures, however, there would be no reduction.
- The 15-week separation pay now available to employees who retire early would not apply.
- Once they have been given a surplus notice, eligible employees will have 60 days to decide whether to accept the option.
- This option would be offered for three years immediately upon the necessary regulations being approved.

TRANSITION SUPPORT SERVICES

- For the three-year period that the transition options would be in effect, special initiatives would be put in place to help employees make career decisions or find work outside the Public Service. The services would be available to all employees, with priority being given to those employees affected by downsizing.
- The range of services offered by departments may include:
 - financial and career counselling;
 - retraining assistance;

- job search assistance; and
- entrepreneurial training that would provide an overview of how to establish a business.
- Regional committees would be established across the country, involving unions, government and business. Their primary role would be to support affected employees and identify employment opportunities in other sectors, such as the local business community.

SURPLUS EXECUTIVES

- There is a separate policy for Public Service executives who are declared surplus. They are not subject to the Work Force Adjustment Directive.
- Surplus executives will have access to measures comparable to those available to other employees.

FLEXIBLE WORK OPTIONS

Employees already have access to a range of flexible work measures. These include:

- Telework
- Part-time employment
- Flexible hours
- Variable work week
- Self-funded leave
- Education leave
- Other leave provisions found in collective agreements

Following consultations with unions, the government will add two new measures to the voluntary, flexible work arrangements it already offers. These new options would appeal to employees who want to reduce the amount of time they spend at work. They would be offered to employees. The options help keep as many people working as possible while the government reduces its salary budget. The arrangements are subject to managers' approval.

1. PRE-RETIREMENT TRANSITION LEAVE

Available to:

- Employees in all departments who would like to make a gradual transition to retirement. They would be able to use the option for up to two years prior to their retirement date.

How it works:

- Employees who meet age and service requirements would be able to cut their work weeks back to three or four days, rather than the usual five. Although their pay would be reduced to reflect the shorter work week, they would continue to receive pension and insurance coverage based on their full-time salary.

2. LEAVE WITH INCOME AVERAGING

Available to:

- Employees in all departments interested in continuous leave from work of up to three months.

How it works:

- Employees would be able to take a leave without pay of up to three months, and have their reduced income spread out over the year so they continue to receive a cheque while on leave. Although their pay would be reduced, their pension and benefits coverage would still be based on their full-time salary.

OTHER MEASURES

- Limited changes would be permitted through negotiations to non-salary items such as shift scheduling, leave entitlements and benefit premiums in collective agreements provided the changes are cost-neutral.

BACKGROUNDER

WORK FORCE ADJUSTMENT DIRECTIVE

The government carried out lengthy negotiations with the unions and came close to an understanding on a package of measures that included changes to the Work Force Adjustment Directive. But when an agreement was not reached, the government had to act on its own because it needs flexibility in dealing with job reductions. The Directive, introduced in December 1991, is designed to help Public Service employees whose jobs have been eliminated to find work within the government or to leave the Public Service if they choose. It replaced earlier work force adjustment policies. Here are facts on the Directive:

CURRENT DIRECTIVE

- A key element of the Directive is a commitment by the government to provide "surplus" employees -- those whose jobs have been abolished -- a "reasonable job offer" in the Public Service as long as they are willing to relocate or retrain if necessary. There is no time limit to this provision.
- In situations of contracting out and privatization, employees are guaranteed a job offer in the Public Service within 16 kilometres of their workplace.

THREE-YEAR CHANGES FOR MOST AFFECTED DEPARTMENTS

Most affected departments are those where reductions are so great that they cannot be handled under the current Directive.

The government will propose temporary legislative changes to the Directive. Some of these changes will apply in most-affected departments only. Most of these departments will be announced at Budget time and will work within the following guidelines for the next three years:

- Surplus employees in the most-affected departments will be offered a departure incentive. If they reject that incentive and do not receive a reasonable job offer within six months of being declared surplus, they will go on unpaid surplus status for a maximum of 12 months. They would still have life, health and dental insurance and pension coverage during the period of unpaid surplus status. While on unpaid surplus status, employees will have a right to priority placement. After that 12-month period, if they have not been placed, they will be laid-off. Employees on unpaid surplus status would also be eligible to apply for unemployment insurance, subject to meeting qualifying conditions for the program.

THREE-YEAR CHANGES FOR ALL DEPARTMENTS

- Where government work is contracted out or privatized, a Public Service job offer may be made to surplus employees anywhere within the same province or territory or up to 40 kilometres away from the workplace when it is outside the province of work. This broadens the area from 16 kilometres under the existing Directive.
- Departments would now be allowed to contract out work before every affected employee is dealt with.

President
of the Treasury Board



Président
du Conseil du Trésor

Ottawa, Canada K1A 0R5

A message from the President of the Treasury Board to all Public Service employees

FEB 21 1995

Decisions that affect people's livelihoods are the most difficult ones to make.

The transition from a Public Service that tries to be all things to all people to one that offers Canadians a more limited number of high value programs and services inevitably involves a reduction in the federal workforce. The departure of employees who, over the years, have demonstrated loyalty, professionalism and dedication, is the most painful part of this restructuring process.

As a Public Service employee, you know only too well that the alternative -- across-the-board cuts -- won't work. We are at the point where good programs will only be penalized and working conditions will suffer. For too long, federal employees at every level have had to contend with heavier workloads and fewer resources in a public climate that rarely appreciates their efforts. This cannot continue.

In some departments the normal rate at which employees leave the Public Service simply won't reduce the size of the workforce to the extent we need to meet our deficit reduction targets. We must reduce -- but we must also be fair.

We have sought a balance between new measures to keep as many people employed as possible, with departure incentives that include training allowances and counselling to help employees make successful transitions to new lives outside the Public Service.

The reduction program will occur over three years. Each department will design its own approach to the reductions, which will be based on decisions that flow from the Budget and from a review of federal programs. The Treasury Board will work closely with all departments during this transition period.

For those of you who will be leaving, a range of options will be available to help you either redirect your careers or start your retirement early. For those of you who stay, your involvement in the successful transformation of Canada's public service is essential. We must ensure that Canada has a dynamic, productive and innovative Public Service, capable of delivering quality services in an increasingly complex and competitive world. You must be prepared for change.

Canada

In the meantime, I hope that we can all find ways to be supportive of one another. I encourage you to use the counselling and support services that are and will be available to you, *before* you make any decisions about your future. It is in everyone's interest that you have the help you need to make the best possible choices for yourselves and your families.

I will do my best to ensure that as much information as possible is available to you as all the details on the options are worked out. In this regard, I want to bring to your attention an information service that will help answer your questions. The number to call is 1-800-810-2003 for areas outside the National Capital Region. In the NCR, the number is 952-8881. The lines will open at noon on Tuesday, February 21 and will operate from 7:30 a.m. to 8 p.m. Eastern Standard Time until Tuesday, February 28.

At this difficult time, I urge you to remember that you have every reason to be proud of your contribution to Canada. Whatever the future brings, I am confident that your skills and abilities will continue to make a difference for your communities and our country.

A handwritten signature in black ink, appearing to read "Art Eggleton". The signature is fluid and cursive, with a large, stylized 'A' at the beginning.

Art Eggleton

Note: A news release and background information accompany this letter.

News Release Communiqué

CAI
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-N26

For immediate release
March 2, 1995

SUPPLEMENTARY ESTIMATES (D), 1994-95 TABLED

OTTAWA -- Treasury Board President Art Eggleton today tabled in the House of Commons the federal government's Supplementary Estimates (D), 1994-95.

These are the last regular Supplementary Estimates for the current fiscal year (1994-95) that ends on March 31, 1995.

These Supplementary Estimates are within the limits for planned federal spending for the current fiscal year as set out by the Minister of Finance in the Budget of February 27, 1995.

Supplementary Estimates do not constitute additional spending; but rather serve two purposes. First they seek Parliament's authority to spend money that: (a) the government has already provided for in reserves identified by the Minister of Finance; or (b) has already been provided for in the Public Accounts of prior fiscal years. Second, for information purposes only, they provide Parliament with the most recent spending projections under various statutory authorities that have already received Parliamentary approval.



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Under the first category, these Supplementary Estimates seek Parliament's approval for spending authority of \$1.5 billion. Under the second category, the Supplementary Estimates also inform Parliament that the forecast of expenditures under approved statutory authority will be reduced by \$1.9 billion. Overall, these Supplementary Estimates identify a reduction in spending requirements for the balance of 1994-95, relative to previous Estimates, of \$367 million.

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For further information, contact:

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BACKGROUNDER

1. AUTHORITY TO SPEND FUNDS ALREADY PROVIDED FOR

The Supplementary Estimates (D) seek authority to spend approximately \$700 million that had been set aside in reserves within the overall 1994-95 expenditure plan.

These items could not be included in the 1994-95 Main Estimates because program details and requirements had not, or could not, be identified at the time the 1994-95 Main Estimates were tabled in February 1994.

(a) Major items in this category include:

- \$261 million to meet various operational requirements funded from the carryforward of 1993-94 funds. One feature of the government's budgeting approach for operating requirements is to allow managers to carry forward from one fiscal year to the next an amount of up to 5 per cent of the operating budget of the previous fiscal year. This feature is intended to reduce year-end spending and to improve cash management.
- \$100.9 million related to stepped-up anti-smuggling efforts by National Revenue Canada and the Royal Canadian Mounted Police.

(b) In addition, Supplementary Estimates (D) also seek authority to spend \$809 million already accounted for in the Public Accounts of prior fiscal years. These amounts had been reported as liabilities because accounting policies require the government to recognize certain costs in the year decisions are made. The government now is in a position to assign a specific amount to some of these liabilities and is asking Parliament to authorize the following expenditures:

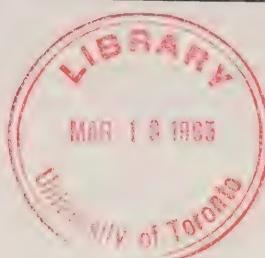
- \$513 million to write down Canada's investment in the Lloydminster Heavy Oil Upgrader, which signals the government's withdrawal from continuing financial investment in this project;
- \$199 million for the Department of National Defence for its Civilian Employee Reduction Program. (The 1994-95 costs of the Military Reduction Program are being met from within existing National Defence appropriations); and
- \$97 million in the Department of Foreign Affairs and International Trade and the Canadian International Development Agency representing Canada's commitment to reduce the debt burden of certain heavily indebted developed and developing countries.

2. UPDATE TO PARLIAMENT ON FORECAST STATUTORY EXPENDITURES

Major statutory adjustments within Supplementary Estimates (D) include:

- a net increase of \$470 million in transfer payments to provinces in support of health, post-secondary education and social assistance services;
- a decrease of \$2.3 billion in public debt charges due mainly to the forecast rise in interest rates occurring later than originally predicted in November 1994; and
- a decrease of \$290 million in forecast payments from the Unemployment Insurance Account due to measures announced in the 1994 Budget and a continuing reduction in the number of claimants.

News Release Communiqué

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-N26

For immediate release
March 9, 1995

AGREEMENT ON EQUAL PAY REACHED

President of the Treasury Board Art Eggleton announced today that the government has approved a tentative agreement with the Professional Institute of the Public Service of Canada (PIPSC) on outstanding equal pay complaints by the Nursing, Nutrition and Dietetic, and Occupational and Physical Therapy groups in the federal government.

The settlement provides for retroactive lump sum payments and adjusted rates of pay so as to bring the wages of these three groups up to the level of other groups that are predominantly male and perform work of equal value. In order to become final, the settlement requires ratification by a vote of the members of the three groups of the PIPSC union, and approval by the Human Rights Tribunal.

"The government places a high priority on pay equity," Mr. Eggleton said. "The settlement is a fair resolution of a long-standing dispute and shows that agreement is possible when parties are willing to sit down and negotiate."

The Canadian Human Rights Act, enacted in 1978, provides for equal pay for work of equal value. In 1990, the Professional Institute of the Public Service of Canada sought increases, on the basis of its interpretation of a joint union-management equal pay study, to the pay of Nursing, Nutrition and Dietetic, and Occupational and Physical Therapy groups on top of interim adjustments that had already been made. A Human Rights Tribunal appointed by the Canadian Human Rights Commission has been holding hearings on these complaints since September 1991.

The agreement covers 1,700 employees. Retroactive payments dating back to April 1987 will cost the government \$62 million. In addition, a further \$12.7 million will be paid out by the government from April 1, 1994 and continuing



each year to bring pay levels of the three groups up to the level of their male comparators.

"The government is aware that equal pay will cost money, but strongly believes in treating its employees fairly. We have a legal obligation to eliminate discriminatory practices in pay plans. Equal pay is a right," Mr. Eggleton said

-30-

For more information:

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BACKGROUND

EQUAL PAY SETTLEMENT WITH

THE PROFESSIONAL INSTITUTE OF THE PUBLIC SERVICE OF CANADA

- The Canadian Human Rights Act, enacted in 1978, provides for equal pay for work of equal value. Equal pay adjustments have been made to a variety of female-dominated groups over the years -- more than \$700 million since 1978.
- The Professional Institute of the Public Service of Canada submitted complaints to the Canadian Human Rights Commission involving the Nursing, Nutrition and Dietetic, and Occupational and Physical Therapy groups. Although interim equal pay adjustments and other payments were made as a result of previous settlements, in 1990 the Professional Institute of the Public Service of Canada sought further adjustments on the basis of its interpretation of data collected during a joint union-management equal pay study.
- A Human Rights Tribunal appointed by the Canadian Human Rights Commission has been holding hearings since September 1991 on these complaints and others submitted by the Public Service Alliance of Canada. The Tribunal is expected to rule on the issues of reliability of data this summer.
- Since April 1994, Treasury Board Secretariat officials have held numerous meetings with the Institute on the complaints before the Tribunal.
- The Nursing, Nutrition and Dietetic, and Occupational and Physical Therapy groups are presently receiving annual equal pay adjustments and other payments made under previous agreements totaling \$9.5 million.
- The tentative settlement will result in retroactive payments ranging from \$11,000 to \$58,000 per employee for the period from April 1, 1987 to March 31, 1994. As of April 1, 1994, the rates of pay will be increased by amounts ranging from \$8,528 to \$15,665 depending on classification. These increases include the payments made under previous agreements.

- The Human Rights Tribunal and the Canadian Human Rights Commission have been advised that a tentative settlement has been reached. A ratification vote by the Professional Institute of the Public Service of Canada membership is now underway. Once a positive vote has been obtained from the membership, the parties will jointly apply to the Human Rights Tribunal for a consent order that would resolve the Professional Institute of the Public Service of Canada complaints.

News Release Communiqué

CAI
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-N26

For immediate release
April 4, 1995

Eggleton Announces Availability of Early Retirement Incentive (ERI) and Details of Proposed Early Departure Incentive (EDI)



Ottawa -- Treasury Board President Art Eggleton today announced that federal departments can now offer the Early Retirement Incentive (ERI) to eligible Public Service employees. He also released details of the proposed Early Departure Incentive (EDI), a program that will offer eligible employees a cash payment in return for resigning from the federal government.

The government proposed both measures earlier this year to help it manage the downsizing of its workforce. Over the next three years, the government will reduce the size of the Public Service by 45,000 positions.

"The two programs are a good example of how the government is seeking a balance between the need to reduce its workforce and the need to be fair to employees," said Mr. Eggleton.

The ERI is available immediately to surplus employees in all departments for whom Treasury Board is the employer. It will continue for a three-year period. The program allows employees who have been declared surplus and who meet age and service criteria to retire **without** the usual pension reduction.

The EDI is expected to be offered this summer, once royal assent is given to legislation that changes employment security provisions in the Public Service. The EDI will apply only to surplus employees in departments identified as "most affected" by the downsizing. Like the ERI, it will continue for a three-year period.

TBS/SCT 315.33



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Some employees may be in a position to choose between the two programs. Although the EDI is not yet approved, the government is providing employees with the program's proposed details now so that they are better informed about their options.

The attached background information outlines the two programs, including their estimated cost, who is eligible for them, the potential number of employees who could accept them, and a list of the most-affected departments.

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BACKGROUNDER

THE EARLY RETIREMENT INCENTIVE (ERI)

Description

This program is designed to lessen the financial impact of early retirement on eligible employees. Usually, employees who retire early from the Public Service face a reduced pension. Eligible employees who choose the ERI option will not have their pensions reduced. Similar provisions already exist for employees who are 55 to 59 years old. The ERI extends these provisions to people who are at least 50.

The program is one of the measures the government is using to manage its downsizing. The government intends to reduce its workforce by 45,000 jobs over the next three years.

The government proposed the ERI in early 1995 and consulted Public Service unions on its design. Before the program could be made available, new regulations had to be approved under the *Special Retirement Arrangements Act*. The ERI is available immediately and will continue until March 31, 1998.

The government estimates that the ERI program will cost between \$300 million and \$400 million, depending on how many people accept it and on the value of their pensions.

Who is eligible?

The ERI is available in all departments for whom Treasury Board is the employer.

Employees must meet all of the following conditions to qualify:

- They must be declared surplus during the three years the program is available. Employees who are already surplus must receive a new notice of surplus status to qualify.
- They must be at least 50, but not yet 60, by the time they leave the Public Service.
- They must have at least 10 years of service with the federal government, at least five years of which must be pensionable service.

The government estimates that about 4,000 employees might accept this program.

Terms and conditions

- Eligible employees have 60 days from the date their notice of surplus status is issued to choose the ERI. If they decide to accept the ERI, they must leave the Public Service within six months of the date their surplus notice is issued.

- Employees who opt for other departure programs do not qualify for the ERI. These other programs include:
 - the Civilian Reduction Program (available only in the Department of National Defence)
 - the Early Departure Incentive (expected to be available this summer in "most-affected" departments only)
 - a payment under the Executive Employment Transition Policy
- Previously, under the Work Force Adjustment Directive, which governs job security in the Public Service, employees who retired early could receive up to 15 weeks of separation benefits. This payment will be suspended once new legislation is proclaimed.
- Employees who receive a "reasonable job offer" while on surplus status cannot opt for the ERI. Neither can employees who have been offered a position with a new employer when work is transferred outside the Public Service. In the case of executives, if they are offered alternative Public Service employment under the Executive Employment Transition Policy, they will not qualify for the ERI.

Example

Since pension payments are based on the age, salary, and years of service of an employee, there is no "typical" pension payment under the ERI. However, the example below illustrates the significant effect the ERI can have on an employee's pension.

Elizabeth is 53 years old and has been working for Citizenship and Immigration Canada for 25 years and has been declared surplus. She earns \$36,000 a year on average. Based on her age and her years of service, the usual provisions for early retirement would see her pension reduced by 25 per cent. That would have meant retiring with a Public Service pension income of approximately \$13,500 a year. Now, under the ERI, Elizabeth can retire with no penalty and can expect to receive an annual pension income of approximately \$18,000.

BACKGROUNDER

THE PROPOSED EARLY DEPARTURE INCENTIVE (EDI)

Description

This program is expected to become available this summer. It requires parliamentary approval and royal assent for legislation that changes the Work Force Adjustment Directive (WFAD), which governs employment security in the Public Service. Departments will not be able to offer the Early Departure Incentive to employees until that time. The details of the program have, however, been approved in principle by Treasury Board ministers.

Under the EDI, eligible employees would receive a cash payment in exchange for resigning from the Public Service. The payment would be smaller for employees who have less than five years of service and for employees who would qualify for pension benefits if they left the Public Service. For many employees who are in mid-career, a training allowance of up to \$7,000 would be available to help them acquire the skills they need to enter the workforce outside the Public Service.

The EDI is one of the measures the government will use to manage the downsizing of its workforce. The government intends to reduce the size of the Public Service by 45,000 jobs over the next three years. Once the EDI is available, it will be offered to eligible employees for a three-year period.

In the February Budget, the government set aside \$1 billion to fund the EDI program.

Who is eligible?

This option will apply **only** in departments where the job loss is so great that Treasury Board has identified them as "**most-affected**" departments. The EDI would be available to indeterminate employees who are declared surplus in those departments.

The EDI is not available to Public Service executives. Surplus executives do, however, have access to comparable benefits.

The government estimates that between 13,000 and 15,000 employees might accept this program.

To date, Treasury Board ministers have identified 11 departments as most affected:

Agriculture and Agri-Food	National Defence
Environment	Natural Resources
Finances	Public Works and Government Services
Fisheries and Ocean	Transport
Human Resources Development	Treasury Board Secretariat
Industry	

How the payments will be calculated

The EDI package includes the following components:

Severance pay: Employees will receive two weeks' pay for the first complete year of continuous employment in the Public Service, and one week for each additional complete year.

Lump-sum payment: Employees will receive 39 weeks of regular pay if they have less than five years of continuous Public Service employment, and 52 weeks of regular pay if they have more than five years of continuous Public Service employment.

Service allowance: This component does not apply to employees who have less than five years of continuous Public Service employment or to employees who are entitled to an unreduced pension. It consists of up to six weeks of regular pay based on an employee's age and continuous years of employment.

Training allowance: In addition, employees may qualify for an education and training allowance. Employees can be reimbursed by up to \$7,000 for training they complete that helps them prepare for employment outside the federal Public Service. This component does not apply to employees who are entitled to receive pension benefits.

Employees can get a general idea of their total entitlement by adding together their payments under each of the above components. The payments will be limited by an employee's age and years of service, and the government expects that the average payment will be well below the maximum allowable. Employees with less than five years of service can receive up to 44 weeks of pay. Seventy weeks of pay is the limit for employees who are entitled to an unreduced pension. For those employees who are not in either of the previous categories, the limit is 90 weeks of pay.

Terms and conditions

Eligible employees will have 60 days from the date they receive the EDI offer to decide whether to accept it. In most cases, the offer will be made at the same time employees receive their surplus notice. Employees who are already surplus would receive a new notice and the offer.

If they do decide to take the EDI, they must resign within six months of the offer. If they choose not to take the EDI, they would, under the terms of the modified Work Force Adjustment Directive, be entitled to no more than six months' paid surplus status. If no reappointment occurs by the end of that time, they would enter unpaid surplus status for 12 months.

Health, dental and life insurance benefits would continue for the 12 months of unpaid surplus status, and the employee would continue to be eligible to pay into the Public Service pension fund. Should no reappointment occur during the year of unpaid surplus status, the employee would be laid off.

Example

As the EDI is based on an individual's age, salary and years of service, there is no "typical" payment. The examples below, however, provide an idea of how the payment would affect two employees who make the same salary but whose age and years of service are different.

Andrea is 45 years old and works at Industry Canada. She has been with the federal government for 20 years and makes \$27,239 a year. She receives a surplus notice and the Early Departure Incentive offer, and decides to accept the EDI. She receives a lump-sum payment and a service allowance that together total 56 weeks of pay, or \$29,235. She also gets 21 weeks of severance pay, or \$10,963. Andrea's goal is to find a job in the private sector, but she needs to upgrade her skills. She qualifies for a training allowance under the EDI program, and is reimbursed \$4,000 for the approved courses she completes. Andrea's total EDI payment comes to \$44,198.

Peter is 53 years old and makes the same salary as Andrea. He works at the Department of Finance and has 28 years of service with the federal government. He receives a surplus notice and the EDI offer. He decides to take the offer, and receives a lump-sum payment and service allowance that together total 58 weeks of pay, or \$30,279. His severance pay comes to 29 weeks of pay, or \$15,140. Peter's age and years of service qualify him for reduced pension benefits when he resigns, so the EDI training allowance is not available to him. Peter's total EDI payment comes to \$45,419.

News Release Communiqué



For immediate release
April 5, 1995

G7 countries to go on-line

Ottawa -- Treasury Board President Art Eggleton today hailed an agreement between the G7 member countries to collaborate on plans to use the information highway to improve public services and enhance electronic communications between governments, industry and citizens.

Led by Canada and the United Kingdom (UK), Government On-Line is a collaborative project to exchange information and best practices in the use of on-line information technology. At a meeting chaired by Canada's Treasury Board Secretariat and the UK's Government Centre for Information Systems in London, G7 members agreed on March 28 on several areas of collaboration where their countries can harmonize applications and make it easier to exchange information.

"I welcome cooperation between G7 members," Mr. Eggleton said. "This will enable us to work as partners in delivering public services electronically around the world."

Mr. Eggleton pointed to a number of Canada's highly successful examples of electronic service delivery being developed within the framework of the Blueprint for Renewing Government Services. The Blueprint proposes a vision of affordable, accessible and responsive government services supported by information technology. These include:

- the electronic filing of 3.2 million 1993 personal income tax returns, with up to 4 million 1994 income tax returns expected to be filed in this fast and economical manner, under Revenue Canada's EFILE project;
- the National Atlas Information Service, part of Natural Resources Canada's Geomatics Sector, is already providing global access to a range of Canadian geographical

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information through the World Wide Web on Internet (<http://www-nais.ccm.emr.ca>). With this service, researchers, students, teachers, universities, and libraries have instant access to Canadian maps in digital form and can create their own maps from major national data bases; and

- the Public Service of Canada is a leader in electronic communications. Some 150,000 employees across the country are linked by electronic mail (E-mail). Public Works and Government Services Canada is currently developing electronic directory services to enhance this system and support electronic commerce.

The Government On-Line meeting identified themes and examples of projects that member states could undertake with regard to exchanges of information between governments themselves, between governments and their citizens, and between governments and the business community.

Government On-Line is one of 11 projects that G7 ministers identified at a meeting on the Information Society in Brussels in February.

The G7 countries – Canada, France, Germany, Italy, Japan, United Kingdom and the United States – and the European Union are participating in this project.

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For further information, please contact:

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News Release Communiqué

CA1
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For immediate release
April 7, 1995

CANADIAN GOVERNMENTS ON-LINE



Treasury Board President Art Eggleton announced today that the federal, provincial, territorial and municipal governments are getting together to identify opportunities for delivering government information and services to Canadians electronically.

The first step of the Canadian Governments On-Line project is a study which will catalogue the on-line services and information which governments currently provide and identify opportunities for further cooperation across jurisdictions.

"The information highway is a wonderful opportunity for governments to deliver services to their citizens when and where they want them and at much less cost," Mr. Eggleton said. "This project puts Canada on the leading edge of countries around the world which are exploring how the information highway can be used to benefit their citizens."

The Information Highway Advisory Council, established by Minister of Industry John Manley, identified a number of ways in which both the public and private sectors could improve their efficiency and effectiveness by exploiting electronic communications.

"The Information Highway Advisory Council has already made some very innovative proposals on this issue and I am pleased that we are able to quickly move ahead in finding new ways of using information and communications technologies to better serve Canadians," added Industry Minister John Manley.

Mr. Eggleton has agreed that Treasury Board Secretariat will take the lead in coordinating the federal government's participation in this project. New Brunswick will be the lead provincial government and the Federation of Canadian Municipalities will represent local governments across the country.

The electronic delivery of information and services to Canadian citizens and partnering with other Canadian governments are goals of the federal government's Blueprint for Renewing Government Services Using Information Technology.

The federal government is already co-chairing with the United Kingdom a government on-line project sponsored by the G7 countries.

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News Release Communiqué

For immediate release

April 28, 1995

CAI
TR
-MD6

Changes to MPs' pensions to lower cost to taxpayers by 33 per cent

OTTAWA - Treasury Board President Art Eggleton today announced the introduction of a Bill in the House of Commons that will reform the pension plan of members of Parliament. The changes will end "double-dipping," which occurs when a former senator or MP continues to receive a full federal parliamentary pension while doing paid work for the federal public sector, and will set 55 as the minimum age at which senators and MPs can collect a pension.

The Bill fulfills the commitment to reform MPs' pensions that was first proposed in *Creating Opportunity*, also known as the Red Book.

"In fact, the Bill goes even further than the Red Book commitment, and will reduce government spending on MPs' pensions by 33 per cent. That amounts to \$3.3 million of the \$10 million the plan currently costs the government," said Mr. Eggleton.

In addition to ending double-dipping and setting a minimum age, the government is decreasing the rate at which an MP earns a pension. The rate will drop from five per cent of an MP's annual salary to four per cent - a 20 per cent reduction in future pension benefits to MPs. It is that reduction, together with the minimum age measure, that results in the significant savings.

The proposed amendments will take effect the day the Bill receives royal assent, which is expected to be during this session of Parliament. The changes will apply to all current members of Parliament who are earning benefits under the pension plan.

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See attached backgrounder for details.

For more information:

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Government of Canada Gouvernement du Canada



BACKGROUNDER

LEGISLATIVE AMENDMENTS TO THE PENSION ARRANGEMENTS FOR MEMBERS OF PARLIAMENT

The *Members of Parliament Retiring Allowances Act (MPRAA)* was introduced in 1952 to provide pension coverage for members of the House of Commons. Senators' benefits were added in 1965.

There have been several amendments since that time, most recently in 1992 when the *MPRAA* was brought into compliance with the provisions of the *Income Tax Act*.

The document "Creating Opportunity: the Liberal Plan for Canada" (the Red Book), issued in 1993, outlined proposals for amending the pension arrangements for members of Parliament. The Red Book stated that "a Liberal government will reform the pension plan of members of Parliament to end 'double-dipping.' MPs should not be able to leave office and receive a pension from the federal government if they accept a new full-paying job from the federal government. In addition, we will review the question of the minimum age at which pensions will be paid."

The points below outline the key provisions in the current legislation and changes that would occur under the proposed legislation.

EXISTING PROVISIONS

- Members are eligible for a pension after serving six years in Parliament.
- A member can start drawing the pension immediately on leaving Parliament, regardless of age.
- There is no restriction on double-dipping for a retired senator or MP.
- The pension is based on the best six years of salary.
- It accrues at the rate of five per cent for every year of service for MPs, up to a maximum of 15 years or 75 per cent. For example, if an MP serves for eight years in Parliament, his or her pension would be calculated as $8 \times 5 = 40$ per cent of salary.
- The annual accrual rate for senators' pensions is three per cent of salary.

- MPs contribute 11 per cent of salary to their pensions; senators contribute seven per cent.
- Once MPs reach their 60th birthday, the pensions paid to them are fully indexed to the cost of living.

AMENDMENTS TO THE PENSION LEGISLATION

Minimum age

- The new minimum pensionable age will be 55 for senators and MPs, as recommended by the Lapointe Commission, which was mandated under the *Parliament of Canada Act* to report on members' compensation.
- It will apply to that portion of members' pensions based on service after the date the amending Bill receives royal assent.
- The current pension provisions will apply to the years of service before the new measures take effect.

"Double-dipping"

- In future, senators and MPs who earn more than \$5,000 a year from appointment, employment, or personal service contracts in the federal public sector will have their pensions reduced by the amount of their earnings. The federal public sector includes Crown corporations, federal agencies, the judiciary, the diplomatic corps and the Public Service.
- For example, a former MP drawing a pension of \$30,000 annually is appointed a part-time member of a federal commission. The annual remuneration is \$12,000. The member's pension would be reduced by \$12,000 a year, allowing him or her to receive a pension of \$18,000 a year until the appointment is over.
- The "double-dipping" provisions will apply to former members who are appointed or employed after the date the Bill receives royal assent. This new arrangement would not apply to former members who are currently employed in the federal public sector. But if former members are reappointed after the legislation receives royal assent, their pensions will be reduced "dollar for dollar" if their earnings are more than \$5,000 a year.

Accrual rate

- The pensions of members of the House of Commons are now based on a formula which entitles them to five per cent of their average salary for each year of service.

In future, their pensions will be based on four per cent for every year of service. This is a reduction of 20 per cent.

- This change affects all members now earning pension benefits, including all Cabinet ministers, parliamentary secretaries, party whips and others earning additional salaries.
- That part of members' pensions earned before the changes take effect will be based on the five per cent accrual rate.

Optional coverage

- Once the changes to the pension arrangements receive royal assent, members of Parliament will have 60 days to decide whether to continue in the plan. The Prime Minister indicated in the House of Commons that members of this Parliament would be given this choice.
- Members who choose not to participate will have their contributions refunded to the beginning of this Parliament.
- This is a one-time opportunity. After the 60-day period is over, all those who have decided to continue with the plan will remain with it, and all incoming MPs would automatically become plan members.

Member contributions

- Members of the House of Commons will now pay nine per cent of their salary per year towards their pension plan, rather than the current rate of 11 per cent of their salary. This reduction reflects the reduction in the pension accrual rate.

Survivors' pensions

- Common-law spouses will be recognized for survivor benefit purposes, as they are under the federal pension plans for Public Service employees, members of the Canadian Forces and members of the RCMP.

Effective date

- The changes will take effect on the date the amending Bill receives royal assent.

News Release Communiqué

CAI
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-N26

For immediate release
May 5, 1995

Additional Federal Organizations Designated "Most Affected"

Ottawa - Treasury Board President Art Eggleton announced today that four additional agencies will be added to the current list of eleven departments that have been designated "most affected" by the government's Program Review.

The four agencies are the Canadian Transportation Accident Investigation and Safety Board, the Grain Transportation Agency, the Canada Communication Group and the unionized employees of the Canadian Security Intelligence Service. The designation will permit them to offer the Early Departure Incentive (EDI) to their employees once legislation has passed and Governor in Council approval has been given.

The cost of extending the Early Departure Incentive to the four new agencies will be met within the \$1 billion set aside in the February 1995 budget to assist the federal government to reduce the size of the public service.

"We have extended the special separation program announced in the Budget to these organizations because they have met the criteria to be designated as most affected," Mr. Eggleton said.



On February 21, 1995, Mr. Eggleton announced an Early Retirement Incentive (ERI) for departments and agencies for whom Treasury Board is the employer. Mr. Eggleton said that the government is presently reviewing requests from other organizations that participate in the *Public Service Superannuation Act*, and who wish to offer ERI because they are facing significant downsizing as a result of Program Review.

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For more information:

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Backgrounders which were issued on April 4 about the Early Departure Incentive or the Early Retirement Incentive are available by calling (613) 957-2400

**Telecommunications Devices for the Hearing Impaired:
TTD: 957-9090**

News Release Communiqué

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For immediate release
June 2, 1995

GOVERNMENT INTRODUCES MEASURES FOR MANAGING TERM EMPLOYEES DURING WORKFORCE REDUCTION

OTTAWA - Treasury Board President Art Eggleton today outlined changes in how the federal government will manage its term employees while it downsizes its workforce.

The phrase "term employee" describes those employees the federal government hires for a specified period of time to carry out temporary work. Ongoing work is usually performed by "indeterminate" employees who enjoy greater job security.

The government announced in its February 1995 Budget that it would significantly reduce the cost of government operations over the next three years. Reducing the role of the federal government in some areas will have an impact on employment. Mr. Eggleton explained at that time that the scale of the downsizing required adjusting some of the policies that govern employment.

The current rules allow term employees who have attained five years of continuous employment with the federal government to become indeterminate employees with job security. As a result, some departments seeking to reduce their workforce may have had to terminate the employment of some term employees, in order to prevent such persons from attaining the full five years of service.

"We are announcing measures today that seek to balance fair treatment of term employees with our commitment to consider indeterminate surplus employees first when work is available," Mr. Eggleton said.

In order to accomplish these objectives, Mr. Eggleton announced that effective June 1, 1995, the following new measures will apply to term employees during the downsizing period:



Suspension of the policy on five year term employment: For the next three years, work done by term employees will not count toward the five years of continuous employment a term employee requires in order to become eligible to appointment as an "indeterminate" employee. For example, a term employee who has four and one half years of service as of June 1, 1995, and who works for the government throughout the next three years, will be considered to have the same four and one half years of service as of June 1, 1998. This will give term employees a better chance of maintaining their employment.

Notice of termination: Term employees are not normally entitled to any notice that their term of employment will not be renewed, or that they will be laid off. Under the new measures, departments must give term employees a two-week notification if they have less than one year of service, three weeks if they have between one and three years of service, four weeks if they have between three and five years and six weeks if they have more than five years of service.

Lay-off and non-renewal of term employees: In addition to job requirements and employee performance, departments should have regard for the length of service when deciding how many and which term employees will be affected. This approach is in keeping with the government's view that the contribution of long-time term employees should be recognized in the lay-off process.

Transition services: Many departments are offering financial and career counselling to indeterminate employees who are preparing for careers outside the Public Service as the result of the reduction in the government's workforce. The government will now expect departments to make the same counselling service available to affected term employees with two or more years of service.

Eligibility for indeterminate appointments: Term employees may still compete for indeterminate positions, although as a result of downsizing the vast majority of these positions are expected to be filled by indeterminate employees who have been declared surplus.

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News Release Communiqué

CAI
TB
- N26

For immediate release

June 7, 1995

CANADIAN OFFICIAL BECOMES FIRST CIO OF AUSTRALIA

The Honourable Art Eggleton, President of the Treasury Board, announced today that Andy Macdonald, the federal government's first Chief Informatics Officer (CIO), has been appointed by the Commonwealth of Australia as its first Chief Government Information Officer.

"This is a great opportunity for Andy," said Mr. Eggleton, "and a loss for us. In the two years since becoming CIO, he has accomplished much. Andy is a strong proponent of a government-wide approach to the effective use of information technology in renewing government, and an articulate advocate of the need for change.

"Under his leadership, his team has created a clear and visionary 'blueprint' on how the government, with diminishing resources, can deliver quality services to Canadians. His innovative approaches have attracted wide support from federal departments, the provinces, the information technology industry, and foreign governments.

"I thank him for his strong and loyal support and I wish him well in his new endeavour."

Mr. Macdonald's responsibilities will be shared by Robert Giroux, Secretary of the Treasury Board, and Robert Little, Deputy Secretary, Financial and Information Management Branch. Mr. Little will assume the title of Chief Informatics Officer.

Mr Macdonald's appointment is effective in mid-July 1995.

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For more information, contact
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du mois de juillet 1995.

M. Macdonald occupe son nouveau poste au milieu

d'enviendra dirigeant principal de l'information.

La gestion des finances est de l'information. M. Little Trésor, et Robert Little, sous-secrétaire de la Direction de partagées par Robert Giron, secrétaire du Conseil du Trésor, sera responsable de M. Macdonald seront

chances dans ses nouvelles fonctions.»

«Je le remercie pour sa contribution importante et ses loyaux services. Je lui souhaite la meilleure des chances dans ses nouvelles fonctions.»

Technologie de l'information et les gouvernements étrangers. ministères fédéraux, les provinces, les milieux de la méthode innovatrices ont été largement acceptées par les petits offices des services de qualité aux Canadiens. Ses gouvernement, comme tenu de la diminution des ressources, directeur» clair et visonnaire sur la façon dont le «Sous sa direction, son équipe a réalisé un "plan

et un ardent défenseur du besoin de changements. L'information afin de renouveler l'administration publique, globale pour assurer l'utilisation efficace de la technologie beaucoup accès. Andy est un ardent partisan d'une démarche pour nous, a souligné M. Eggleton. Depuis deux ans qu'il occupe le poste de dirigeant principal de l'information, il a occupé une grande occasion pour Andy et une partie

gouvernementale.

d'Australie comme premier dirigeant de l'information gouvernement fédéral, a été nommé par le Commonwealth Le premier dirigeant principal de l'information du M. Art Eggleton, a annoncé aujourd'hui que Andy Macdonald, Le président du Conseil du Trésor,

UN FONCTIONNAIRE CANADIEN DEVIENT LE PREMIER DIRIGEANT DE L'INFORMATION EN AUSTRALIE

Le 7 juin 1995
À public immédiatement

Communiqué News Release

News Release Communiqué



For immediate release
July 4, 1995

Post-employment rules released

Treasury Board President Art Eggleton today released details of post-employment rules that will govern former public service employees in case any should return to work for the federal government after accepting an Early Retirement Incentive, Early Departure Incentive or other termination package such as those available under the Executive Employment Transition Policy, the Workforce Adjustment Directive, the Civilian Reduction Program or the Forces Reduction Program.

The rules apply to all organizations subject to the *Public Sector Compensation Act*, Schedules 1 or 2.

Since federal government programs are being cut and departmental budgets reduced, it is not expected that many of these former public service employees who have received a termination package would return to work for the federal government, either by reappointment or through contract work. But, in a workforce as large as the federal government there could be some cases.

"The post-employment rules balance the need of employees leaving the public service to find other employment against the need to protect the interests of the Canadian taxpayer," said Mr. Eggleton.

Rules on post-employment

Reappointment

Any public service employee who resigns with a cash-out under one of the termination packages listed above and who is reappointed to the public service during the period covered by the cash-out will be required to refund on a proportionate basis the amount of the cash-out. If the

employee is in receipt of a public service pension, the pension will be suspended.

Contracting

The government's contracting policy is being amended so that public service employees resigning under one of the previously mentioned packages who return to work on a contract for services with any federal government organization covered by the *Public Sector Compensation Act*, Schedule 1 or 2 will not be permitted to earn more than \$5,000 during the period covered by the lump-sum portion of the termination package.

The \$5,000 ceiling does not apply if a former employee works as an employee of, or sub-contractor to, an established firm contracting with the government. However, it does apply if the former employee contracts individually with the government or through a corporation, partnership, or sole proprietorship in which the individual has a major interest.

For a 12-month period after retirement or immediately after the period covered by a termination package, former employees in receipt of a public service pension who work on non-competitive contracts for services for the federal government will have their contract fees set so that the amount they earn on contract plus their pension does not exceed their former salary. (This policy is consistent with the current measures for retirees.)

Compliance with post-employment rules

Employees leaving the public service under any of the above termination packages will be required to sign a form confirming that they will abide by the post-employment rules. Public service managers will receive instructions on the post-employment rules and any manager found in violation of the rules will be disciplined.

For further information, contact

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News Release Communiqué

CAI
TB
-N26

For immediate release
November 1, 1995

Government Tables Supplementary Estimates (A) for Fiscal Year 1995-96

OTTAWA -- Treasury Board President Art Eggleton today tabled in the House of Commons the federal government's first regular Supplementary Estimates for the 1995-96 fiscal year that ends on March 31, 1996.

These Supplementary Estimates are not additional or unforeseen expenditures. They are planned expenditures provided for in the Minister of Finance's February 27, 1995 Budget or reallocations of existing spending authorities under the Expenditure Management System.

Supplementary Estimates serve two purposes. First, they seek Parliament's authority to revise spending authorities. Second, they provide Parliament with information about changes in projections of statutory spending that it has already approved in specific legislation.

Authority to spend funds already provided for

The Supplementary Estimates (A) seek authority to spend \$936.2 million that was either provided for in the February 1995 Budget or that represents reallocations of funds within and among departments and agencies. Most of these items could not be included in the 1995-96 Main Estimates because details had not been finalized when the Main Estimates were tabled in Parliament on February 28, 1995.



The major items are:

- \$453 million to meet various operational requirements funded from the carry forward of 1994-95 funds. One feature of the government's budgeting approach for operating requirements is to allow managers to carry forward from one fiscal year to the next an amount of up to 5 per cent of the operating budget of the previous fiscal year. This feature is intended to reduce year-end spending and to improve cash management. This amount is allocated among most of the organizations that appear in the Supplementary Estimates;
- \$140.6 million for Human Resources Development Canada for the Atlantic Groundfish Strategy; these funds will be reallocated from other appropriations under the Expenditure Management System.

These expenditures do not increase the total \$1.9 billion cost of the program that began in May 1994. Rather, they represent increases in forecast cash requirements for fiscal 1995-96, to be offset by lower cash requirements in the remaining three years of the program.

- \$105 million for the Canadian International Development Agency for help provided by Canada to countries in transition, especially those in Central and Eastern Europe and the former Soviet Union; and
- \$61.4 million for the Department of Foreign Affairs and International Trade to pay Canada's share of the United Nations peacekeeping programs.

The balance of \$176.2 million is spread among the departments, agencies and Crown corporations that appear in the Supplementary Estimates.

Update to Parliament on forecast statutory expenditures

The major statutory adjustments in the Supplementary Estimates (A) include:

- \$1.2 billion for Agriculture and Agri-Food Canada for payments under the Western Grain Transition Act that helps people affected by cancellation of the Western Grain Transportation Act by Parliament in June 1995;

- \$154.7 million for the Department of Finance for Canada's final payment related to the Eldorado Nuclear Limited Reorganization and Divestiture Act; and
- \$115.5 million for Agriculture and Agri-Food Canada for payments in connection with the Farm Income Protection Act.

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Supplementary Estimates A 1995-96 will be available on the Internet:

<http://www.tbs-sct.gc.ca/>

For further information, contact

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News Release Communiqué

CAI
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- N26

For immediate release
December 7, 1995

1996 Annual Regulatory Plan Shows Progress on Regulatory Reform

OTTAWA -- In releasing the *1996 Federal Regulatory Plan* today, Treasury Board President Art Eggleton invited comments from Canadians on the proposed regulatory changes in the Plan.

"Our goal is to remove some poorly designed regulations that create barriers to economic growth and jobs, while maintaining the protection Canadians want and need," Mr. Eggleton said. "This year's plan shows the significant progress we are making on regulatory reform but we can always do better. I invite Canadians to help us by commenting on this year's proposals."

"Many of the new proposals illustrate that regulatory reform is taking hold. The government is moving quickly to streamline regulations, make them easier to understand, and reduce unnecessary paper burden on business. This is all part of getting government right," Mr. Eggleton said.

The *1996 Federal Regulatory Plan* describes proposed amendments and regulations the government expects to introduce this year. For each amendment and regulation, the plan lists the name, address and phone number of a contact person.

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TBS/SC1315.33



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Note: The print version of the Plan can be bought from
Globe Information Services at 1-800-268-9128. Canadians can
consult the document through *Info Source* or at major
libraries across the country.

Two backgrounder are attached.

Examples of Proposals drawn from the 1996 Federal Regulatory Plan that Illustrate Progress in Regulatory Reform

Marketed Drugs – Changes (HCan/96-8-L)

- reduces notification requirements for minor changes to drug products

This will reduce paper burden and keep governmental demands for information from business to a minimum.

Crib and Cradles Regulations – Safety (HCan/96-22-L)

- eliminates toeholds that could allow a child to fall out of a crib
- separates requirements for cribs and cradles so each regulation will now be easier to understand

This will improve safety.

Fisheries Act (F&O/96-1-M)

- consolidates authorities for resource management under one statute and reflects the Department of Fisheries and Oceans' new approach (partnerships, cost-effective sanctions, quick response) to fisheries management

This will streamline regulations and make them more understandable.

Egg Regulations - Packing and Marking (Agr/96-3-L)

- will allow registered egg stations to grade and pack eggs for other registered egg stations;
- will keep the minimum weight for small and medium-sized Canada A eggs, but will eliminate the current upper weight limit so that the industry may overgrade when appropriate.

This will make regulations correspond better to good business practice.

Progress on Regulatory Reform

Highlights of regulatory reform to date:

- As a direct result of the 1992-94 Regulatory Reviews, the government has revoked or revised more than 320 regulatory requirements over the past year. By the end of 1996, it will have revoked or improved a further 300.

Examples of regulatory programs being reviewed and changed:

- a move towards commercializing livestock grading services;
 - in regulating the environment, move away from details toward greater use of performance standards;
 - Customs will soon be able to release commercial goods without hard-copy documentation;
 - rail regulations are being simplified, which should help lead to a revitalized rail industry.
- Four pieces of regulatory legislation are before Parliament:
 - enforcement legislation dealing with agriculture and agri-food issues (now awaiting Royal Assent);
 - proposed *Regulations Act* (referred to committee for consideration);
 - proposed legislation to allow more efficient ways of achieving regulatory goals; and,
 - proposed legislation to modernize our system of national standards.
 - The Treasury Board has just updated its regulatory policy to take into account the current fiscal environment, new government priorities, and trade agreements.
 - The government has moved quickly to improve regulations in six key areas: biotechnology; health, food and therapeutic products; mining; automotive; forest products; and aquaculture.
 - The Treasury Board Secretariat's Internet Web site gives free and immediate access to information on regulatory matters. The address is:

<http://www.tbs-sct.gc.ca/>

Copies of an Update on Regulatory Reform are available from the Treasury Board Secretariat -- Regulatory Affairs (613) 952-3459.

Faites saillants de la réforme de la réglementation à ce jour :

- Suite aux examens de la réglementation de 1992-1994, le gouvernement a abrogé ou révisé plusieurs de 320 réglementations l'an dernier. D'ici la fin de 1996, les ministères en auront abrogé ou amélioré 300 autres.
- Exemples de programmes réglementaires révisés et modifiés : une évolution vers la commercialisation des services de classification du détail ; en matière de réglementation de l'environnement, le gouvernement se retire des détails pour privilégier les normes commerciales sans une documentation papier ; les douanes pourront bientôt libérer les marchandises de rendement ; en matière de réglementation de la sécurité, le contratibuer à la revitalisation de l'industrie du rail.
- Quatre textes réglementaires sont actuellement devant le Parlement : - texte d'exécution portant sur l'agriculture et l'agroalimentaire (en attente de la sanctio royale) ; une loi sur les réglementations (soumise à la considération du Comité compétent) ; un projet visant à permettre le recours à des moyens plus efficaces d'atténir les buts de la réglementation ; un projet de modernisation de notre système de normes nationale.

- Le Conseil du Trésor a recommandé m'a jouté sa politique de réglementation pour mieux la développer. Il, aujourd'hui.
- réglementation pour tenir compte de la situation financière, dès nouvelles priorités du gouvernement, et des accords commerciaux entretenus avec les producteurs et thérapéutiques ; les mines ; sante, les domaines six domaines clés : La biotechnologie, la réglementation dans les domaines : créer un site Web sur le Secrétariat du Conseil du Trésor a proposé un accord aux internets pour donner un accès gratuit et immédiat aux réglementations concernant les questions réglementaires.
- On peut se procurer La Mise à jour sur le Projet de réforme de la réglementation fédérale auprès du Conseil du Trésor - Affaires réglementaires (613) 952-3459

<http://www.tbs-sct.gc.ca/>

Ceci permettra de prendre des dispositions réglementaires mieux harmonisées aux situations pratiques commerciales.

- Conserver le poids minimal pour les œufs de calibre petit et moyen Canada A, mais éliminer le poids maximal à respecter de sorte que le secteur pourra surclasser les œufs quand les circonstances s'y présentent.

- Autoriser les postes agrées d'œufs à faire le classement et l'emballage des œufs pour d'autres postes agréés.

Règlement sur les œufs - Emballage et marquage (AGR/96-3-F)

Ceci ratifiera les règlements et en facilitera la compréhension.

- regrouper dans une même loi tous les pouvoirs relatifs à la gestion des ressources et refléter la réorganisation du ministère des pêches et des océans en ce qui a trait à la régulation des pêches (partenariats, sanctions efficaces, réponse rapide).

Lois sur les pêches (MPO/96-1-M)

Ceci améliorera la sécurité.

- présenter deux projets de règlement distincts pour les îles d'enfant et les berceaux. Chacun des règlements sera plus facile à comprendre.

- éliminer les points d'appui pour les pieds qui pourraient permettre à l'enfant de sortir du lit et de passer par-dessus les côtés.

Règlement sur les îles d'enfant et berceaux - Sécurité des îles d'enfant et berceaux (Scan/96-22-F)

Ceci redira le fardeau administratif et limite la plus possible le volume d'information exigée.

- réduire les exigences en matière de déclaration lorsqu'il s'agit d'apporter des changements mineurs aux produits pharmaceutiques.

Medicaments mis en marché - Modifications (Scan/96-8-F)

Exemples de propositions tirées des projets de règlementation réglementation fédérale de 1996 qui illustrent les progrès de la réforme de la réglementation.

Pour de plus amples renseignements, contactez

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Note : On peut acheter la version imprimée du Plan à
Globe Information Services (1-800-268-9128). Les Canadiens
sur Info Source ou dans les grandes bibliothèques du pays.
et les Canadiens peuvent également consulter le document
communiqué.

Deux documents d'information sont joints au présent



«Notre but est de supprimer les obstacles à la croissance économique et à la création d'emplois engendrés par quelques réglementations mal conçus, tout en préservant les protocoles que nous avons établis avec les Canadiens et dont ils ont besoin», a déclaré M. Eggleton. «Le plan de cette année renforce les réglementations qui ont été accomplies en matière de réforme de la réglementation, mais nous pouvons encore faire mieux. J'invite les Canadiens et les Canadiens à nous aider en faisant des commentaires sur «Beaucoup de propositions de cette année montrent que la réforme de la réglementation produit des effets. La gouvernement agit rapidement pour rationaliser les réglementations, pour les rendre plus faciles à comprendre, pour réduire la paperasserie inutile pour les entreprises. Tout ceci fait partie de l'effort d'amélioration de l'appareil de l'État», a déclaré M. Eggleton.

Les projets de réglementation fédérale de 1996 décrivent les modifications et les réglementations que le gouvernement entend effectuer et adopter cette année. Pour chaque modification et réglementation, le plan donne le nom, le numéro de téléphone de la personne à qui le réglement ou la directive sont adressés et le règlement, le plan donne le nom, le numéro de téléphone de la personne à qui le réglement ou la directive sont adressés. Pour

OTTAWA -- En publiant les projets de réglementation fédérale de 1996, le président du Conseil du Trésor, M. Art Eggleton, a invité les Canadiens et les Canadiennes à faire des commentaires sur les changements dans la législation prévus par le Plan.

Les projets de réglementation annuels de 1996 illustrent les progrès de la réforme de la réglementation

A publicer immédiatement le 7 décembre 1995

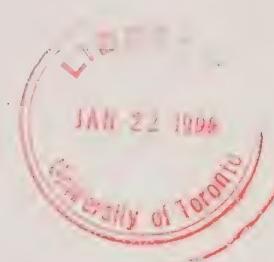
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News Release Communiqué

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-N26

For immediate release
January 17, 1996

Public Service Employment Reductions on Track Reports Eggleton



Ottawa -- Treasury Board President Art Eggleton announced today that the Public Service workforce decreased by 15,651 employees between April 1 and September 30, 1995.

The seven-per-cent drop, to 209,968 employees from 225,619, includes departures under incentive programs, reductions in term and casual staff, and natural attrition.

"The departure incentives announced in the 1995 Budget are helping departments meet program reduction levels while minimizing the impact on affected employees," said Mr. Eggleton.

The Treasury Board has made a commitment to monitor employment reductions throughout the Public Service during the three-year period of Program Review. Copies of these monitoring reports are available through the Treasury Board Secretariat Distribution Centre at (613) 995-2855.

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For further information, contact

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BACKGROUNDER

PUBLIC SERVICE EMPLOYMENT REDUCTIONS

The February 1995 Budget announced government-wide plans to eliminate programs and services identified in the 1994-95 Program Review. These plans will cut delivery costs and decrease the size of the government work force. As of September 30, 13 departments and agencies in the Public Service had been designated "most affected" on the basis that they were unable to meet their fiscal targets under the 1991 Work Force Adjustment Directive.

The 1995 Budget also introduced measures which would help departments adjust. Two programs, specifically the Early Retirement Incentive (ERI) and Early Departure Incentive (EDI), were designed to minimize the number of involuntary departures.

In April 1995, all federal departments were able to offer ERI to eligible surplus employees. Until July 15, 1995, employees who took ERI were eligible for an additional 15-week separation payment.

In May 1995, guidelines for the Management of Alternates were put in place to allow employees who will be declared surplus but who want to continue working for the government to exchange jobs with other employees willing to leave the Public Service.

After July 15, 1995, most affected departments started offering EDI, and employees were given 60 days following surplus notification to opt for this incentive.

BACKGROUNDER

Highlights for the period April 1 to September 30, 1995

The Public Service decreased to 209,968 employees from 225,619. The 15,651 decline represents 9,451 permanent employees and 6,200 term and casual staff.

The permanent workforce decreased by 5%; term and casual employment by 20%.

9,335 employees left with incentive packages, primarily under the Early Retirement Incentive (ERI) program which accounted for 4,366.

Two occupational groups accounted for 51% of the reductions: Clerical and Regulatory (CR) and Programme Administration (PM).

The Executive group (EX) decreased by 7.6%, compared to 6.9% for the overall Public Service.

Employment in the National Capital Region is down by 7.3%, slightly greater than the Public Service average.

The number of employees on surplus status has dropped markedly to 1,543 from 2,138. Many have left the Public Service while others have been placed.

These highlights refer to activity in departments and agencies for which the Treasury Board Secretariat is the employer (Public Service Staff Relations Act 1-1). They do not cover reductions in other parts of the federal government, such as the Canadian Armed Forces, the uniformed RCMP, separate employers and Crown corporations.

News Release Communiqué

CAI
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-N26



For immediate release
February 29, 1996

Treasury Board Overhauls Employee Takeover Policy

Ottawa -- Treasury Board President Marcel Massé today announced that federal government employees now have a better chance to take over the service or the program in which they work if it is considered for privatization or commercialization.

"We have removed barriers that were limiting the participation of our employees. They know their jobs better than anybody else and they should be given the opportunity to demonstrate their entrepreneurship in a win-win situation. We need to be more creative and more efficient in the way the government operates," Mr. Massé said.

The Minister announced a major overhaul to the government's 1989 Employee Takeover Policy. The new policy will help federal employees to create their own business. Employees now have the opportunity to take on the challenge of delivering services more efficiently and at a lower cost to taxpayers by operating on a commercial basis.

"This policy is good for taxpayers, fair to employees, and attractive to business. The changes offer another option for the effective delivery of government services," added Mr. Massé.

An employee takeover is a situation where an employee or a group of employees leaves the government and provides, from the private sector, similar services. Because they are more focused and because they can sell their services to a wider market, these new businesses can operate with increased efficiency.

TBS-SCT 310-4



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"The ideal service for an employee takeover is one that is very specific and measurable and can be costed clearly," said Mr. Massé. "When rating a proposal, departments will have to ensure that they adhere to certain principles. They will look for improved value to taxpayers, more efficient service delivery, the welfare of employees, the protection of government assets, and the potential regional economic benefits, including jobs," he concluded.

Over time, the new policy will provide the small business sector with opportunities to bid on work to which it previously had no access.

The overhaul of this policy is the result of extensive consultation inside and outside the government, most notably with the private sector and with the Regional Economic Development Opportunities (REDO) office in the National Capital Region.

The new policy provides employees and managers with guidance on how to undertake an employee takeover. It also provides information on the post-employment guidelines that affect employees. To help the process, the new policy encourages deputy ministers to set up independent panels to provide advice on all expressions of interest.

Copies of the Employee Takeover Policy are available through the Treasury Board Secretariat's Distribution Centre at (613) 995-2855.

- 30 -

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BACKGROUNDER

EMPLOYEE TAKEOVER POLICY

- The Treasury Board recently overhauled an Employee Takeover Policy that it approved in principle in 1989.
- The new policy gives departments the authority to enter into contracts up to \$10 million, either on a competitive or non-competitive basis, over three years with the new employee company.
- Other types of initiatives or exceptions to the policy may require specific Treasury Board approval.

What's in the new Employee Takeover Policy?

- the process for proposing and assessing employee takeovers
- avoiding possible or perceived conflict of interest situations
- support to employees for developing their proposal
- the use of competitive or non-competitive contracts
- the disposal of any surplus government assets
- The principal owners of the new business must resign from the Public Service before the effective date of the initial contract set up under the employee takeover provisions. These persons will be entitled to the regular severance provisions.
- Current workforce adjustment and termination benefits will apply to employees affected by an employee takeover as long as they are not principal owners.
- No employee is obligated to take part in an employee takeover.

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News Release

February 27, 1996

No. 25



CANADA NAMES JUDGE IN FISHERIES CASE WITH SPAIN

Foreign Affairs Minister Lloyd Axworthy and Justice Minister Allan Rock today announced that Marc Lalonde, P.C., O.C., Q.C., has been chosen by Canada to sit as Judge ad hoc for the Fisheries Jurisdiction Case (Spain v. Canada) before the International Court of Justice (ICJ) in The Hague.

Mr. Lalonde, a partner in the Montreal law firm of Stikeman, Elliott, has held numerous public offices, including those of Minister of Justice and Minister of Finance in the federal government. His duties as Judge ad hoc commence immediately.

Spain brought the case against Canada to the ICJ in March 1995, following last spring's turbot dispute in the northwest Atlantic. Canada has challenged the Court's jurisdiction to hear this case, and the present proceedings will address that issue. Written pleadings are currently being prepared by Canada and will be filed with the Court by February 29, 1996.

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News Release Communiqué

CAI
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-N26

For immediate release
March 7, 1996

A SMALLER, MORE EFFECTIVE, AND AFFORDABLE GOVERNMENT

The federal government announced today that spending on programs and services will drop by almost \$5 billion next year. Treasury Board President Marcel Massé also indicated that by 1998-1999 annual spending on programs and services will be about \$9 billion lower as a result of Program Review initiatives.

"We're keeping our promise to provide Canadians with a smaller, more effective, and affordable government," Minister Massé declared. He made the comments when tabling the Main Estimates for 1996-97 in the House of Commons today.

Mr. Massé also announced that the wage freeze in the federal Public Service will be lifted beginning in February 1997 and that collective bargaining will resume at that time. Annual increments, which have been suspended for two years, will be reinstated beginning this June and performance pay, suspended since 1991, will be reintroduced at the same time.

"Some rocky roads still lie ahead in bringing the deficit and debt under control, but we are beginning to see the light at the end of the tunnel," Mr. Massé said. "I am proud to announce that it is time to recognize the contribution of our employees to the government's successes."

However, because of the continuing difficult fiscal situation and the need for Parliament and elected officials to be responsible for spending decisions, binding arbitration in collective bargaining will be suspended until 1999.



"Reducing spending and finding better ways of doing business while treating employees fairly will allow us to build a strong, flexible, and dynamic Public Service capable of supporting Canada's goals into the 21st century," Mr. Massé said.

The President also reported that the government had reached an employment continuity agreement with most of the Public Service unions on February 7. The government will ensure fair transition measures are available to employees whose functions are transferred to alternative delivery situations. However, he stressed that members of unions that reached a negotiated agreement would benefit from enhanced arrangements.

The *Public Service Superannuation Act* will be changed to improve the portability provisions of Public Service pensions bringing them in line with most plans offered by other Canadian employers.

The end of the wage freeze and the start of collective bargaining will occur for different groups at different times as their collective agreements cease to be subject to the *Public Sector Compensation Act*.

Mr. Massé also tabled a comprehensive review of the government's achievements in modernizing the Public Service entitled "Getting Government Right: A Progress Report." To continue this work, departments will be encouraged to explore alternative delivery mechanisms along with those announced in the Throne Speech and Budget, to provide programs and services more efficiently and effectively than by current processes. To reduce costly overlap and duplication and help make the federation work better, the role of the federal government will be further clarified.

For further information, contact

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Backgrounders:

Government Plans to Reduce Program Spending by Close to \$5 Billion

Program Review

Highlights of "Getting Government Right: A Progress Report"

Alternative Delivery of Programs and Services

Transitional Arrangements for Employees Affected by Alternative Delivery

Changes to Public Service Pension Plan - Portability Provisions

Human Resource Issues

BACKGROUNDER

GOVERNMENT PLANS TO REDUCE PROGRAM SPENDING BY CLOSE TO \$5 BILLION

The move to a smaller, more effective federal government means that spending on programs and services will continue to decline. Figures show that program spending will amount to \$113.8 billion in the 1995-96 fiscal year. In comparison, the government plans to spend \$109 billion on programs and services in the coming year – a reduction of over 4 per cent. Much of this anticipated drop will come as a result of Program Review, which enters its second year in 1996-97.

Details about the government's spending plans are available in a series of documents that collectively form the 1996-97 Estimates. The documents include an overview of spending, as well as the expenditure plans for individual departments and agencies. The government has been consulting with Parliament on ways to improve the information presented in the Estimates. As a result, in this year's edition, six departments are trying new approaches in their Part III documents that make a clear distinction between future plans and reporting on results.

This year will also see the release of a new publication that should help increase understanding about federal spending. *Program Expenditure Detail: A Profile of Departmental Spending* is a supplement to the Estimates and the Budget documents, which, for technical reasons, differ in some of the information they present. The new document takes important material from both sources and presents it in a consistent way.

The government publishes print and Internet versions of the Estimates and related documents. The print versions are available at many libraries and can also be purchased through your local bookseller or by mail from:

The Canada Communications Group – Publishing
Ottawa, Ontario, K1A 0S9

The Internet address is <http://www.tbs-sct.gc.ca/>

BACKGROUNDER

PROGRAM REVIEW

The right programs and services, delivered the right way, for the right cost: that was the goal the federal government set for itself when it began its Program Review in 1994.

The review carefully examines federal activities to rethink not only what the federal government does but how it does it. Program Review was designed to identify the federal government's core roles and to refocus resources on priority areas while reducing overall spending. The decisions announced in the February 1995 Budget were designed to be phased in over three years (1995-96 through 1997-98). So far, the Program Review has resulted in an end to some programs, the transfer of others to a different service delivery method, and greater efficiency in those that remain a federal responsibility.

The changes played a large role in the decline in planned program spending for 1996-97. Costs for programs and services are expected to drop by close to \$5 billion over last year.

The Program Review's phased-in approach allows the transition to a smaller, more effective federal government to take place in a reasonable manner.

This year, the government has extended the Program Review to include 1998-99. The extension takes into account the large spending cuts that will already have taken place within the original timeframe for Program Review and looks more closely at operations and structures to deliver services effectively.

Major changes that will result from this phase of Program Review include:

- the phase-out of the dairy subsidy
- sale of federally owned hopper cars
- significant capital and other reductions in the Department of National Defence
- the phase-out of direct federal role in social housing

The additional savings as a result of the extension of the Program Review are \$368 million in 1997-98 and close to \$2 billion in 1998-99. By that year, spending on programs and services will be about \$9 billion lower per year as a result of Program Review initiatives.

BACKGROUNDER

HIGHLIGHTS OF "GETTING GOVERNMENT RIGHT: A PROGRESS REPORT"

The federal government recognizes the need to take action to restore the public confidence in the institutions of government by getting government right. Getting government right means modernizing federal programs and services to meet the needs of Canadians, as citizens and clients, today and in the future. The government has launched a number of initiatives, including Program Review and sector-specific policy reviews, to assess all of its policies and programs. Four key objectives have guided this work. These are to:

- clarify federal roles and responsibilities in order to make the federation work better and reduce costly overlap and duplication;
- ensure that resources are devoted to the highest priorities so that Canada is well positioned to face the challenges of the 21st century;
- respond to the public demand for better and more accessible government by involving clients more closely in decision-making and using modern and practical service delivery tools; and
- achieve affordable government by reducing deficit and debt pressures and allow the government to effectively address issues of priority to Canadians.

Achieving these objectives will ensure the government's capacity to perform the role of a national government:

- to strengthen the economy and the economic union to ensure a prosperous country for Canadians and their children;
- to enhance social solidarity by preserving and modernizing the social union so that the caring and sharing society is truly Canada-wide in scope;
- to pool national resources to achieve common goals efficiently and effectively;
- to protect and promote Canadian values and identity while celebrating Canada's diversity; and
- to defend Canada's sovereignty and to speak for Canadians collectively on the world stage.

Through the review processes, the federal government is transforming the role it plays in all areas. To build a stronger economy, the government will reduce direct support to industry in favour of setting framework policies that will stimulate economic growth and job creation. To secure the health and well-being of Canadians, the government will use practical federalism to work with the provinces and Canadians to develop the objectives and principles that will sustain the social union. To best represent Canada's interests abroad, the government has redefined its priorities to respond to the emerging realities of trade liberalization and global security. In many cases, the federal government is making its activities more effective by working in partnership with other levels of government, the private sector, and citizens. Finally, programs and services are being improved to make them effective, efficient, affordable, accessible, and fair.

Getting government right is an ongoing process. The impacts of globalization and technological change, fiscal pressures, and the evolution of Canadian society will require continuing efforts to simplify and streamline. Further work will be required to clarify the respective roles of the federal and provincial governments, to rethink service delivery, and to equip the Public Service to meet the challenges ahead.

*The complete text is available on the Internet at the following address:
<http://www.tbs-sct.gc.ca/>*

BACKGROUNDER

ALTERNATIVE DELIVERY OF PROGRAMS AND SERVICES

Managing in a new environment

Managing successfully in today's environment requires the government to consider a wide range of service delivery options to achieve its objectives. There are many ways to provide quality services to Canadians and to carry out other activities that the government considers to be in the public interest. Some services the government can and should do directly while others can be carried out more efficiently by other sectors.

What is "alternative delivery"?

"Alternative delivery" means selecting the best means of providing programs and services to meet government objectives -- whether directly by departments, special operating agencies, or Crown corporations; or in partnership with provinces or other sectors; or through devolution, commercialization, privatization, or contractual arrangements, including employee takeovers.

These are not new ideas

Alternative delivery is getting prominence because of the Program Review. The service delivery options that departments are encouraged to explore have been demonstrated in many settings before, including at the federal level as well as in other public and private sector settings. The government will continue to restructure service delivery where this is a sensible thing to do.

- For some years the government has been shifting its role from being an operator of the transportation system to focus on developing policy and legislation and enforcing standards for safety and security. This has led to the transfer of airports to local airport authorities, and the proposed sale of Transport Canada's air navigation system to a not-for-profit operator.
- The sale of both Petro Canada and CN Rail shares illustrates situations where it makes sense to privatize government assets or activities that no longer need to be retained within the public sector.
- Through an alternative delivery model, Canada Business Service Centres provide "single window" services to small businesses from 21 federal departments and agencies and related provincial services.

What is new...

The Program Review asked departments to systematically explore the best way to deliver programs and services where a continuing federal involvement is necessary. The government is committed to modernizing its operations. It will continue to evolve the organizational forms

through which services are provided, and will seek out new working arrangements with other sectors to ensure more client-oriented and affordable program delivery in the future.

The government will create some new organizations -- a Parks agency, a single food inspection service, and a national revenue commission. These organizations, which will remain within the federal public sector, will be established under separate constituent legislation. They will be able to enter into partnerships with provinces and others for mutual advantage.

The government's framework for alternative delivery is enhanced considerably by changes in the human resource (HR) management regime. These changes emphasize human resource policies that are responsive and tailored to a wide range of delivery options, and foster employment continuity where public service functions are moved to new employers -- whether within the federal public sector or outside of the federal government. The new HR framework emphasizes fair and reasonable treatment of employees, affordability, and job continuity for employees.

Other changes to improve the ability of departments to consider alternative delivery options include the new Employee Takeover policy.

BACKGROUNDER

TRANSITIONAL ARRANGEMENTS FOR EMPLOYEES AFFECTED BY ALTERNATIVE DELIVERY

The government continues to examine different ways of delivering its programs and services. Sometimes this will mean transferring work that used to be done in the Public Service to other employers. To ease the transition for employees who accept jobs with the new employers, the government has proposed changes to the Workforce Adjustment Directive (WFAD). The current WFAD focusses on helping federal employees whose jobs are eliminated, to find work within the government or to leave the Public Service if they choose.

To date, the government has successfully negotiated its proposed WFAD changes with most unions. While the government will ensure fair transition measures are available to all employees affected by alternative delivery, members of unions which have signed the agreement will receive enhanced benefits. Under the agreement, employees who accept jobs with the new employers may be eligible for a lump-sum payment and up to 18 months of salary protection. The changes would also extend the definition of a "reasonable job offer" (RJO) to include job offers by employers who provide pay and working conditions that are similar to those in the Public Service. Employees who turn down RJOs would be laid off from the Public Service after a notice period of four months.

To determine the degree of transitional assistance that employees will receive, the government has grouped job offers according to pay and working conditions:

Type 1 job offer: A job offer will meet the Type 1 criteria if salaries, working conditions, and benefits are comparable to those in the Public Service. Employees will continue to be covered by the same collective agreement and be represented by the same union. This means their salary will remain the same. A Type 1 job offer is deemed an RJO. Employees who accept these offers will not qualify for lump-sum payments.

Type 2 job offer: A job offer will meet the Type 2 criteria if it provides core benefits and offers a salary that equals at least 85 per cent of the average salary the transferred group received while in the Public Service. Employees accepting these jobs will get a lump sum of three months' pay. In addition, their pay will be protected at their Public Service salary level for 18 months through a salary top-up. A Type 2 job offer is deemed an RJO.

Type 3 job offer: A lump sum of six-months' pay and 12 months of salary protection through a top-up is available to employees who accept these jobs. The salaries and/or working conditions in this category may be quite different from those of the Public Service. Job offers that meet Type 3 criteria are not considered to be RJOs. Employees who refuse these offers will be treated according to the current departure provisions.

BACKGROUNDER

CHANGES TO THE PUBLIC SERVICE PENSION PLAN - PORTABILITY PROVISIONS

Moving pensions between the Public Service pension plan and other retirement plans for individuals or groups is an important component of a more flexible workforce. The government is taking steps that will improve "pension portability". The steps will support alternative delivery and ensure that employees' pension rights are protected.

Proposed changes would bring the portability provisions of the Public Service pension plan in line with most plans offered by other Canadian employers. Making pensions more portable will give employees leaving the Public Service more control over their pension assets. Taking a "pension value" to another pension plan or to an RRSP is an option that has not been available before.

The government will be consulting further on its proposals, which require changes to legislation and regulations before they come into effect. The government intends to:

- shorten the period required to qualify for a pension from five years to two.
- provide only a pension benefit, rather than the option to take a return of contributions, to employees who leave after two years of service.
- allow employees who leave before pensionable age to transfer the lump sum value of their earned pension to another plan or a locked-in RRSP.
- base the interest paid on returns of contributions on the rate earned by the pension account, rather than the current 4 per cent.

Legislative changes would also result in pension transfer agreements under which the amount of the funds transferred between plans would be based on the estimated value of the pension benefit rather than on the employees' contributions.

In addition, the government will, in some cases, provide transitional pension coverage for a brief period to groups of employees following a privatization or commercialization.

BACKGROUNDER

HUMAN RESOURCES ISSUES

COLLECTIVE BARGAINING

Wage controls have been in effect in the Public Service since 1991, with wages frozen five or six years. Also since 1991, federal employees have not had the right to strike or to bargain collectively on substantive matters.

The *Public Sector Compensation Act*, the legislation that governs the wage freeze, will expire in 1997. Between February 1997 and October 1998, bargaining groups for which Treasury Board is the employer will exit from the wage freeze.

Collective bargaining is scheduled to resume later this year. However, the government intends to modify the way it is carried out.

The Current System: At present, two processes are in place to resolve disputes during collective bargaining. Before each round of negotiations, each bargaining unit must decide whether it will resort to arbitration or conciliation if it is unable to achieve a negotiated settlement.

If the unit chooses arbitration, a third-party arbitration board makes a decision that is binding on both the union and the employer. This process precludes the possibility of a strike. In contrast, under the conciliation process, a third-party conciliation board makes recommendations to resolve a dispute. The union members then vote to accept or reject the recommendations of the conciliation report. If they reject them, they can opt to strike.

The New System: Proposed changes to the *Public Service Staff Relations Act* would suspend the use of arbitration. Future disputes that are not settled through negotiations would be resolved by the conciliation process, which includes the possibility of a strike.

The government will seek to bring to a common table all issues of economic value to employees and of cost to the employer. Responsible bargaining requires that all these factors be taken into account in reaching agreement on the application of scarce resources.

RETURN OF INCREMENTS/PERFORMANCE PAY

- Beginning this June, the 2-year suspension on annual increments for employees will be lifted.
- At the same time, the government will reintroduce performance pay for senior employees which has been suspended since 1991.

News Release Communiqué

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For immediate release
March 8, 1996

Supplementary Estimates (B), 1995-96 Tabled

OTTAWA -- Treasury Board President Marcel Massé today tabled in the House of Commons the federal government's Supplementary Estimates (B) for fiscal year 1995-96.

These are the final regular Supplementary Estimates for the fiscal year that ends March 31, 1996.

These Supplementary Estimates have been included in the planned expenditures for the current fiscal year, as set out by the Minister of Finance in his March 6, 1996 Budget.

Items included in these Supplementary Estimates (B) serve two purposes. First, they seek Parliament's authority to spend money that: (a) has already been provided for by the Minister of Finance in the 1996 Budget, or (b) has been provided for in the Public Accounts of previous fiscal years. Second, they provide Parliament with information about changes in projections in spending that it has already approved in legislation.

Authority to spend funds already provided for

The Supplementary Estimates (B) seek authority from Parliament to spend \$675.8 million for which provision has been made.

The major items are:

- \$333.4 million for nine departments and agencies for separation programs for Public Service employees, such as the Early Retirement Incentive, the Early Departure Incentive and, for National Defence, the Civilian Employee Reduction Plan;



- \$141.4 million for 13 departments and agencies to meet various operational requirements originally provided for in 1994-95. One feature of the government's budgeting approach to operating requirements is to allow managers to carry forward, from one fiscal year to the next, an amount of up to five per cent of the operating budget of the previous fiscal year. The operating budget includes salaries, operating expenses, and minor capital expenditures. This feature is intended to reduce year-end spending and improve cash management;
- \$85 million in grants to enable Agriculture and Agri-Food Canada to help individuals and organizations adjust to changes in the grain transportation system; and
- \$23.8 million for Statistics Canada to apply against the forecast costs of the 1996 Census.

The balance of \$92.2 million is spread among a number of other departments, agencies, and Crown corporations mentioned in the Supplementary Estimates.

Update to Parliament on forecast statutory expenditures

The statutory adjustments included in the Supplementary Estimates (B) reflect a total expenditure change of \$711.1 million.

Accounting practices require the government to inform Parliament of the net adjustments to the Accounts of Canada needed to reflect the sale of shares of Canadian National and Petro-Canada. These adjustments, which will not affect the deficit in 1995-96, are:

- a Department of Finance item of \$1.32 billion to report the difference between the recorded value and proceeds from the sale of 123.9 million shares of Petro-Canada in September 1995, and
- two Transport Canada items totalling \$2 billion to report the CN transactions.

Expenditure forecasts for other statutory programs are being updated to be consistent with information in the March 1996 Budget. The major items are:

- \$400 million for the Treasury Board of Canada, Secretariat for transfers to the Special Retirement Benefits Account to cover the costs of pensions for

Public Service employees who elected to take the Early Retirement Incentive;

- an increase of \$325.4 million for Human Resources Development Canada related to assistance under the *Canada Student Loans Act* and the *Canada Student Financial Assistance Act*;
- a net increase of \$273 million in transfer payments to provinces made by the Department of Finance, Health Canada, and Human Resources Development Canada to support fiscal equalization and retroactive adjustments to equalization, health, and post-secondary education;
- a decrease of \$2.5 billion in public debt charges due to more favourable interest rates than forecast for 1995-96;
- a decrease of \$656 million in forecast payments from the Unemployment Insurance Account; and
- a decrease of \$412 million in transportation payments related primarily to the repeal of certain legislative authorities, chief among them the *Western Grain Transportation Act*.

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This release is also available on Internet at:
<http://www.tbs-sct.gc.ca/>

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